

**WOMEN'S AID COMPANY LIMITED BY GUARANTEE**

**Directors' Report and Audited Financial Statements  
For the financial year ended  
31 December 2025**

**Registered number: 58035  
Charity Number: CHY 6491  
Charity Registration: No. 20012045**

## **WOMEN'S AID COMPANY LIMITED BY GUARANTEE**

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# WOMEN'S AID COMPANY LIMITED BY GUARANTEE

## COMPANY INFORMATION

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| Chairperson                          | Ailbhe Smyth                                                                                                                                                                                                                                                                                                                   |
| Directors                            | Ailbhe Smyth<br>Rosaleen McDonagh (resigned 4 Feb 2025)<br>Suzanne Handley<br>Salome Mbugua Henry (resigned 24 Feb 2025)<br>Golda Hession<br>Martina Quinn<br>Lucy Maguire<br>Megan Conway<br>Mary Patricia Acom (appointed 17 Sept 2025)<br>Sunniva Finlay (appointed 17 Sept 2025)<br>Brian Killoran (appointed 15 Oct 2025) |
| Company Secretary                    | Caoimhe Lynch                                                                                                                                                                                                                                                                                                                  |
| Auditors                             | PKF Brenson Lawlor,<br>Alexandra House,<br>3 Ballsbridge Park,<br>Merrion Road,<br>Ballsbridge,<br>Dublin 4.                                                                                                                                                                                                                   |
| Bankers                              | Allied Irish Banks plc,<br>1-4 Lower Baggot Street,<br>Dublin 2.<br><br>Bank of Ireland<br>Newlands Cross,<br>Dublin 22                                                                                                                                                                                                        |
| Solicitors                           | Regan Solicitors,<br>24 Main Street,<br>Blackrock,<br>Co. Dublin.                                                                                                                                                                                                                                                              |
| Business address / Registered Office | 5 Wilton Place,<br>Dublin 2<br>D02 RR                                                                                                                                                                                                                                                                                          |

**WOMEN'S AID COMPANY LIMITED BY GUARANTEE**  
**DIRECTORS' REPORT**  
**FOR YEAR ENDED 31 DECEMBER 2025**

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**Directors' Report 2025**

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# **WOMEN'S AID COMPANY LIMITED BY GUARANTEE**

## **DIRECTORS' REPORT**

### **FOR YEAR ENDED 31 DECEMBER 2025**

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## **1. Objectives and Activities**

### **Policies and Objectives**

Women's Aid is the leading national organisation that has been working in Ireland to stop domestic violence against women and children since 1974. We work to make women and children safe from domestic violence by offering support to women and their families and friends, providing hope to those affected by abuse and working towards justice and social change.

### **Constitutional Objectives**

The Women's Aid Constitution sets out the main objectives for which the Company was established:

1. To provide a range of high-quality, specialised, integrated, domestic violence services to protect and assist women and children experiencing domestic violence. These high-quality specialised services include, but are not limited to, the operation of a helpline, a court accompaniment service, a training unit, and a one-to-one service enabling women experiencing domestic violence to attend a meeting with a staff member of Women's Aid.
2. To be a centre of excellence for the provision of training to frontline responders to the issue of domestic violence.
3. To bring the experiences, needs, concerns and requirements of women and children experiencing domestic violence to the legislative and policy-making fora and to continue to lobby for changes in domestic violence legislation in order to keep in step with ever-changing social and political times.
4. To be a centre of excellence for the development of professional and organisational responses to women and children experiencing domestic violence.
5. To articulate the reality of domestic violence, the impact of domestic violence on women and children and the community, and the need and opportunities for change.
6. To use the expertise, knowledge, and experience of the organisation to promote the protection and welfare of children of all ages and teenagers living with or at risk of domestic violence.
7. To be an informed organisation responsive to the needs and interests of women and children experiencing domestic violence.
8. To hold fundraising events for the purpose of raising money for the organisation in order to assist it in achieving its stated objectives and goals.

During 2025, Women's Aid delivered the first year of its new five-year [Strategic Plan 2025-29](#), which sets out the organisation's vision, purpose and values as follows.

### **Vision**

Women's Aid's vision is an equal Ireland with zero tolerance of domestic violence and abuse, and all other forms of violence against women.

### **Purpose**

Women's Aid is a national feminist organisation working to prevent and address the impact of domestic violence and abuse including coercive control. We do this by:

- Advocating, influencing, training, and campaigning for effective responses to prevent and reduce the scale and impacts of domestic violence and abuse on women and children in Ireland, and;
- Providing high-quality, specialised, integrated support services.

# WOMEN'S AID COMPANY LIMITED BY GUARANTEE

## DIRECTORS' REPORT

### FOR YEAR ENDED 31 DECEMBER 2025

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#### Values

Our organisational values of **Courage, Co-Operation, Inclusivity, Empowerment, Equality** and **Change** express the ideals and beliefs that sustain and guide us in every aspect of our work.

To achieve our vision of zero tolerance of domestic violence and abuse and all forms of violence against women, Women's Aid:

1. Acts with **courage** to boldly challenge patriarchal systems, structures, and attitudes in all aspects of our work.
2. Works in **co-operation** to share knowledge, skills, and expertise to achieve shared goals and improve responses to domestic violence and abuse.
3. Strives to embed **inclusivity**, diversity, and accessibility across all our work.
4. Supports the **empowerment** of women to exercise agency on their own behalf as a right, whatever their circumstances.
5. Believes that achieving **equality** in status, rights and opportunities for all women is essential to address the causes and consequences of domestic violence and abuse.
6. Works to achieve positive **change** for everyone through a combination of individual, community based and social action.

#### Achievements and Performance 2025: Review of Activities

Our strategic priorities are based on a strong dedication to the women we serve and an unwavering focus on bringing about the social changes in Ireland that will deliver our vision. During the period 2025-29, we framed our plan around three strategic priorities.

The organisation set out a pathway to achieve its three strategic priorities in the Strategic Plan through the articulation of *overarching goals* with *specific objectives*, *strategic actions*, and *key measures of success* for each priority.

While the Women's Aid Annual Impact Report 2025 will give more detail on our activities during the year, below is a summary of the three Strategic Priorities and the company's performance as it relates to these.

#### Three Strategic Priorities

In the Women's Aid Strategic Plan 2025-29, there is a primary strategic priority (priority 1) which is supported and enabled by priorities 2 and 3.



# WOMEN'S AID COMPANY LIMITED BY GUARANTEE

## DIRECTORS' REPORT

### FOR YEAR ENDED 31 DECEMBER 2025

#### Strategic Priority 1 – Creating Social Equality

We will drive real social change through a cohesive and coordinated approach.

- **Overarching Goal:** Delivering a coordinated, inclusive, and coherent programme of work comprising: - direct services, training, advocacy, and educating through awareness-raising work that is focused on prevention, support and driving positive social change.

#### Strategic Priority 2 – Building and Nurturing Effective Partnerships

- **Overarching Goal:** To continue developing and strengthening cross sector partnerships and strategic relationships; enabling Women's Aid to cooperate and effectively contribute to political, social, and other fora responding to violence against women in all its forms.

#### Strategic Priority 3 – Continually Strengthening Capability and Expertise

- **Overarching Goal:** Support the work of the organisation by ensuring that the information, resources, systems, and structures required are in place.

#### Strategic Priority 1 - Creating Social Equality

##### Developing and Delivering Women's Aid Specialist Frontline Services

During 2025, Women's Aid responded to a total of **37,790 contacts** with our frontline services, the details of which are set out below in table 1. This represents a **12% increase in contacts** and the busiest year to date for Women's Aid frontline Services.<sup>1</sup>

|                                                       | 2025          | 2024          | 2023          | 2022          |
|-------------------------------------------------------|---------------|---------------|---------------|---------------|
| 24hr National Freephone Helpline Services             | 28,179        | 24,396        | 20,891        | 23,566        |
| One to One Outreach Service                           | 3,698         | 3,782         | 3,420         | 2,983         |
| Domestic Abuse Information and Support Service (DAIS) | 823           | 902           | 897           | 768           |
| High Risk Support Project (HRSP)                      | 3,383         | 2,397         | 3,043         | 1,959         |
| Maternity Outreach Service                            | 1,707         | 2,413         | 2,086         | 1,308         |
| <b>Total</b>                                          | <b>37,790</b> | <b>33,890</b> | <b>30,337</b> | <b>30,584</b> |

**Table 1 Total Contacts with Women's Aid 2022-2025**

##### 24hr National Freephone Helpline Services

Women's Aid operates the 24hr National Freephone Domestic Violence Helpline 1800 341 900 in Ireland. The Women's Aid 24hr National Freephone Helpline is a free, non-judgmental and confidential service that offers support to people subjected to domestic abuse including coercive control and stalking. This includes emotional, physical, sexual or economic abuse by a current or former partner. The Helpline also acts as a gateway for direct referral to all other local specialist services across Ireland. It is the only free and national domestic violence and abuse Helpline with specialised, trained support workers.

The National Freephone Helpline has now been accredited five times by the **Helplines Partnership<sup>2</sup> Quality Standard** - spanning a period of continuous accreditation since 2012. The current accreditation was granted after a rigorous accreditation process and inspection by the Helpline's Association during 2024 and is valid until November 2027.

<sup>1</sup> Figures provisional until finalised Annual Impact Report publication in June 2026.

<sup>2</sup> <https://www.helplines.org/>

# WOMEN'S AID COMPANY LIMITED BY GUARANTEE

## DIRECTORS' REPORT

### FOR YEAR ENDED 31 DECEMBER 2025

The National Helpline was funded primarily by Cuan, the National Domestic, Sexual, and Gender-Based Violence Agency during 2025, with additional non-statutory fundraising and grant support.

#### 24hr National Freephone Helpline Services Key Outputs 2025

During 2025, there were a total of 28,179 contacts with the National Freephone Helpline. Compared to 2024, this represents a 16% increase, with an increase in contacts across all communication channels and in overall talk time also for Helpline calls. See Table 2 below.

|                                                 | 2025          | 2024          | 2023          | 2022          |
|-------------------------------------------------|---------------|---------------|---------------|---------------|
| Helpline Calls Responded to                     | 23,956        | 21,151        | 18,077        | 20,905        |
| Instant Message Support Service (IMSS) Sessions | 2,650         | 2,135         | 1,768         | 1,808         |
| Email Support Responses                         | 1,573         | 1,110         | 1,046         | 853           |
| <b>Total</b>                                    | <b>28,179</b> | <b>24,396</b> | <b>20,891</b> | <b>23,566</b> |

**Table 2 Contacts with the 24hr National Freephone Helpline Services 2022-2025**

As noted in Table 2 above, there were **2,650** online Instant Messaging Support conversations with the Helpline team during 2025. 87% of people using the National Freephone Helpline Services in 2025 were doing so for the first time.

The total talk time on the National Freephone Helpline increased from 4,567 hours in 2024 to 5,031 hours in 2025, this represents a 10% increase in conversation time with callers. See Table 3 below.

|              | 2025         | 2024         | 2023         | 2022         |
|--------------|--------------|--------------|--------------|--------------|
| <b>Total</b> | <b>5,031</b> | <b>4,567</b> | <b>4,112</b> | <b>3,940</b> |

**Table 3 Total hours talk time (National Freephone Helpline and IMSS) 2022-2025**

#### The Language Line – Women's Aid Telephone Interpretation Service

The 24hr National Freephone Helpline has a Telephone Interpretation Service facility covering over 240 languages/dialects for callers needing support in their own language. This facility is also available for our face-to-face support services.

We facilitated **799 calls** through **35 different languages** in 2025, an increase in interpreter supported calls of 13% when compared to 2024. Some 37% of languages were EU, while 63% were non-EU. See Table 4 below for a four-year comparison of the uptake of this service.

In addition, in 2025 we resourced **8.5 hours of in person interpreting** for women being supported by our face-to-face services, in circumstances where dial-in interpretation was not appropriate. In this instance 15% were European languages and 85% non-European.

**WOMEN'S AID COMPANY LIMITED BY GUARANTEE**  
**DIRECTORS' REPORT**  
**FOR YEAR ENDED 31 DECEMBER 2025**

|                                                                               | 2025      | 2024 | 2023 | 2022 |
|-------------------------------------------------------------------------------|-----------|------|------|------|
| Language Line Calls                                                           | 799       | 706  | 609  | 494  |
| Number of different languages                                                 | 35        | 32   | 36   | 33   |
| EU                                                                            | 37%       | 43%  | 51%  | 66%  |
| Non-EU                                                                        | 63%       | 57%  | 49%  | 34%  |
| Other interpreter services (for face-to-face meetings with our Services Team) | 8.5 hours |      |      |      |

**Table 4 24hr National Freephone Helpline Language Line 2022-2025**

#### Instant Messaging Support Service (IMSS)

The Women's Aid IMSS is a free, confidential, and secure service where women can seek support and advice from fully trained Helpline Support Workers through instant messaging. The service is open daily and can be accessed through [www.womensaid.ie](http://www.womensaid.ie) or [www.toointoyou.ie](http://www.toointoyou.ie). The service is accessible to deaf and hard-of-hearing women, and more easily accessible than a phone call for women who feel they are at risk of being overheard by their abuser. In 2025, we provided **support through instant message** on **2,650 occasions**.

During 2025 the Helpline expanded its IMSS offer to cover to twelve hours per day Monday to Friday, continuing morning, and evening cover on weekends.

#### Face-to-Face Services in the Greater Dublin Area

Women's Aid operates a range of Face-to-Face Support Services for women, particularly in the greater Dublin area. These are comprised of our:

- One-to-One Support Service, including court accompaniment.
- Domestic Abuse Information and Support Service (DAIS)
- Maternity Outreach Support Service
- High Risk Support Project (HRSP) which is currently on national roll-out.

This ongoing face-to-face and phone support can include court accompaniment, safety planning, advocacy, and referral support to external organisations. Our advocacy and referral work includes accompaniment to the local Gardaí to make statements; assistance with legal aid applications; support with immigration status within the context of domestic violence and abuse; advocating to Housing Authorities for women who are no longer safe in their homes; and support in accessing local refuges.

Court accompaniment includes emotional support before, during, and after the court proceedings, clarifying legal terminology, and exploring further options. We support women with applications and hearings in the context of domestic violence orders as well as access, custody, maintenance, divorce, and separation cases where domestic violence and abuse are present. We also support women pursuing criminal proceedings against their abusers for crimes including coercive control and assault causing harm.

Details on individual services are given in this section. Table 5 and Table 6 below indicate the total number of contacts and the total number of women each of our Face-to-Face Support Services assisted during 2025 and compared with the previous three years.

Our frontline support workers provided support on **9,611 occasions in 2025**, up slightly on the 2024 figure.

**WOMEN'S AID COMPANY LIMITED BY GUARANTEE**  
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**FOR YEAR ENDED 31 DECEMBER 2025**

|                                                                          | 2025         | 2024         | 2023         | 2022         |
|--------------------------------------------------------------------------|--------------|--------------|--------------|--------------|
| One to One Outreach Face to Face Sessions                                | 823          | 940          | 903          | 827          |
| One to One Outreach Court Accompaniments                                 | 260          | 282          | 233          | 178          |
| One to One Outreach Emails, Letters, Phone calls, SMS and other contacts | 2,615        | 2,560        | 2,284        | 1,978        |
| DAIS Face to Face Sessions                                               | 812          | 875          | 873          | 742          |
| DAIS Emails, Letters, Phone calls, SMS and other contacts                | 11           | 27           | 24           | 26           |
| HRSP Face to Face Sessions                                               | 196          | 216          | 395          | 220          |
| HRSP Emails, Letters, Phone calls, SMS and other contacts                | 3,187        | 2,181        | 2,648        | 1,739        |
| Maternity Outreach Face to Face Sessions                                 | 208          | 230          | 210          | 206          |
| Maternity Court Accompaniments                                           | 46           | 56           | 83           | 44           |
| Maternity Emails, Letters, Phone calls, SMS and other contacts           | 1,453        | 2,127        | 1,793        | 1,058        |
| <b>Total</b>                                                             | <b>9,611</b> | <b>9,494</b> | <b>9,446</b> | <b>7,018</b> |

**Table 5 Contacts with Women's Aid Face-to-Face Support Services 2022-2025**

We supported **1,575 women** in our Face-to-Face Support Services in 2025. The total number of individual women is slightly lower, caused in part by an increase in the number of repeat visits to the Domestic Abuse Information Service in Dolphin House seeking support, whereby previously single visits were the norm.

|                             | 2025         | 2024         | 2023         | 2022         |
|-----------------------------|--------------|--------------|--------------|--------------|
| One-to-One Outreach Service | 494          | 486          | 371          | 389          |
| DAIS                        | 595          | 812          | 868          | 890          |
| HRSP                        | 267          | 333          | 319          | 267          |
| Maternity Outreach          | 187          | 188          | 147          | 53           |
| <b>Total</b>                | <b>1,543</b> | <b>1,819</b> | <b>1,705</b> | <b>1,599</b> |

**Table 6 Number of Women Supported by Face-to- Face Support Services 2022-2025**

# WOMEN'S AID COMPANY LIMITED BY GUARANTEE

## DIRECTORS' REPORT

### FOR YEAR ENDED 31 DECEMBER 2025

#### Ethnicity of Face-to-Face Service Users

In 2025, where possible our support workers recorded the ethnicity of our service users. See table 7 below<sup>3</sup>.

|                 | 2025        |
|-----------------|-------------|
| White Irish     | 51%         |
| Irish Traveller | 2%          |
| White Other     | 19%         |
| Black Irish     | 1%          |
| Black African   | 4%          |
| Black Other     | 3%          |
| Chinese         | 1%          |
| Other Asian     | 6%          |
| Roma            | 1%          |
| Other           | 12%         |
| <b>Total</b>    | <b>100%</b> |

**Table 7 Breakdown of Ethnicity of Face-to-Face Support Services Users in 2025**

#### First-time and Repeat or Continuous Service Users in 2025

During 2025, **79% of the women** who we supported through our Face-to-Face Support Services were accessing our services for the **first time** and **21%** were receiving **continuing support** from the previous year or were previous clients returning for support.

#### One-to-One Outreach Support Service

The Women's Aid One-to-One Outreach Support Service provides in-depth information and support to women who have been subjected to domestic violence and abuse throughout Dublin City and County and was funded primarily by Cuan in 2025. This ongoing face-to-face and phone support can include court accompaniment, safety planning, advocacy, and referral support to external organisations. Our advocacy and referral work includes accompaniment to the local Gardaí to make statements; assistance with legal aid applications; support with immigration status within the context of domestic violence and abuse; advocating to Housing Authorities for women who are no longer safe in their homes; and support in accessing local refuges.

Court accompaniment includes emotional support before, during, and after the court proceedings, clarifying legal terminology, and exploring further options. We support women with applications and hearings in the context of domestic violence orders as well as access, custody, maintenance, divorce, and separation cases where domestic violence and abuse are present. We also support women pursuing criminal proceedings against their abusers for crimes including coercive control and assault causing harm.

<sup>3</sup>n = 1291 women

# **WOMEN'S AID COMPANY LIMITED BY GUARANTEE**

## **DIRECTORS' REPORT**

### **FOR YEAR ENDED 31 DECEMBER 2025**

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#### **During 2025:**

The Outreach team engaged in **823 one-to-one support visits** with **494** women during 2025. **74% women used this service for the first time** this year. Outreach staff accompanied **131** women to court on **260** occasions, and **12** women were accompanied to other services (e.g. Gardai) on **15** occasions. (See **additional** support figures for the Maternity project below.)

#### **Domestic Abuse Information and Support Service (DAIS): A Drop-In Service for Women in Dolphin House Family Law Court<sup>4</sup>**

Based in the Dolphin House Family Law Court in Dublin, the Domestic Abuse Information and Support Service (DAIS) is a free and confidential drop-in service for women who are subjected to domestic violence and abuse. The service is available Monday to Friday 9.30am–4.30pm and provides support and information on legal options and safety planning, and links women in with domestic violence and abuse services for ongoing support. Women's Aid runs this service in partnership with the Inchicore Outreach Centre, and with funding support from Cuan.

#### **During 2025:**

Some **595 Individual women** were supported through **823 interventions** following drop-ins to this dedicated service based in Dolphin House Family Law Courts. The DAIS team also made **260 referrals** to **external** services for additional ongoing support.

#### **High-Risk Support Project (HRSP)**

The High-Risk Support Project provides a multi-agency response to women at a high-risk of ongoing violence, abuse and homicide from their ex-partners and ex-spouses. Women's Aid works with An Garda Síochána and local domestic violence services to deliver a coordinated rapid response system for women and their families, which is generously supported by the Vodafone Foundation and the Department of Justice.

#### **During 2025:**

In 2025, **267** women, and **562** children were supported by the HRSP. There were **87** new users of the service in 2025.

During 2025, **101** HRSP participants had their case closed. At the end of 2025, there were **165** active users on the project, compared to **181** active service users at the end of 2024.

This unique and lifesaving project has been operational in the Dublin Metropolitan Region since 2014 and is currently embarking on a national roll-out through all five Garda Regions. It is currently operational in all but one Region and it is intended that we will complete the full roll-out to cover the Northwestern Region by the end of 2026.

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<sup>4</sup> Formerly known as the Dolphin House Family Law Court Support and Referral Service.

# WOMEN'S AID COMPANY LIMITED BY GUARANTEE

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#### Women's Aid Maternity Outreach

Between 2021 and 2024 Women's Aid delivered an innovative pilot project (2021-2024) to support and enhance maternity hospitals and units' response to victims/survivors of domestic violence and abuse, through jointly created, delivered, and operated Domestic Violence and Abuse (DVA) Training, Awareness and Referral Programme. The project was a unique partnership between Women's Aid and the three Dublin maternity hospitals (the Coombe Women and Infants University Hospital, the Rotunda Hospital, the National Maternity Hospital) and Ireland South Women and Infants Directorate (primarily Cork University Maternity Hospital, which collaborated on design, delivery and evaluation of the key strands of the programme).

During 2024, the final year of this innovative project, piloting of a co-created specialist training for obstetric staff was led by our Maternity Project Co-Ordinator. The Centre for Effective Services (CES) was commissioned as an independent evaluator, and it completed a detailed report assessing the outputs, outcomes, and future potential for all the project activities.

Our dedicated **Maternity Outreach Worker**, who is a part of the Women's Aid Face-to-Face Support Services team, was joined in mid-2024 by a second dedicated worker following a successful application for core statutory funding for these unique roles.

During 2025 the Maternity Outreach Team receive referrals directly from the staff of the three Dublin Maternity Hospitals and during the year supported **187 pregnant/post-partum/post TIP<sup>5</sup> women** who were subjected to intimate partner abuse with **208 one-to-one meetings, 1,453 phone calls, SMS, emails and other contacts**, and **an additional 46 court accompaniments**. During 2025, **92% of women** used the service for the first time.

#### Collective disclosures to the National Freephone Helpline (HL) and Face-to-Face Support Services (SVS)

During 2025 Women's Aid heard **73,290 disclosures of emotional, physical, economic and/or sexual abuse** perpetrated against women and children. This includes **68,535 disclosures of abuse against women** and **4,755 disclosures of abuse against children**.

Below is a summary of these disclosures comparatively over the last four years. Each disclosure represents an incident of harm and trauma perpetrated by abusers against someone they ought to respect, love and cherish.

|                                                     | 2025          | 2024          | 2023          | 2022          |
|-----------------------------------------------------|---------------|---------------|---------------|---------------|
| Emotional Abuse                                     | 50,827        | 25,441        | 21,974        | 20,851        |
| Physical Abuse                                      | 10,128        | 9,590         | 7,851         | 4,509         |
| Economic Abuse                                      | 5,031         | 4,522         | 4,297         | 2,290         |
| Sexual Abuse<br>(*Includes 381 disclosures of rape) | 2,549*        | 1,879         | 1,448         | 928           |
| <b>Total</b>                                        | <b>68,535</b> | <b>41,432</b> | <b>35,570</b> | <b>28,579</b> |

**Table 8 Disclosures of Abuse against Women 2022-2025 (NFL and Face-to-Face Support Services)**

<sup>5</sup> Termination in Pregnancy

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|                 | 2025         | 2024         | 2023         | 2022         |
|-----------------|--------------|--------------|--------------|--------------|
| Emotional Abuse | 4,189        | 5109,        | 4,253        | 5,006        |
| Physical Abuse  | 261          | 142          | 167          | 315          |
| Economic Abuse  | 247          |              |              |              |
| Sexual Abuse    | 58           | 82           | 58           | 91           |
| <b>Total</b>    | <b>4,755</b> | <b>5,333</b> | <b>4,478</b> | <b>5,412</b> |

**Table 9 Disclosures of Abuse against Children 2022-2025 (NFL and Face-to-Face Support Services)**

**Perpetrators of Abuse**

Where known, the relationship between a victim/survivor and their perpetrator is recorded. **Most women (85%)** in contact with our National Freephone Helpline and Face-to-Face Support Services **were being subjected to abuse from a current or former male partner.**

Below is the information for the period 2022-2025 as disclosed to our services. Women's Aid will support any victim who contacts us regardless of sex, gender, or sexuality. Where appropriate we may also refer a caller to ongoing support from the freephone Male Advice Line, the LGBT Ireland Helpline or other support services, if this is useful to them.

|                                              | 2025 | 2024 | 2023 | 2022 |
|----------------------------------------------|------|------|------|------|
| Current male partner                         | 53%  | 49%  | 55%  | 58%  |
| Former male partner                          | 32%  | 33%  | 31%  | 26%  |
| By man who was not an intimate partner or ex | 9%   | 13%  | 9%   | 10%  |
| Female abuser                                | 6%   | 5%   | 5%   | 6^   |

**Table 10 Abuser (NFH and Support Services Combined Figure)**

# WOMEN'S AID COMPANY LIMITED BY GUARANTEE

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#### Referrals, Provision of Information and Advocacy

On **21,847 occasions** the Women's Aid National Freephone Helpline and Face-to-Face Support Services made referrals to other agencies, provided information, and advocated on behalf of women. See below for details:

|                                                   | 2025          | 2024          | 2023          | 2022          |
|---------------------------------------------------|---------------|---------------|---------------|---------------|
| Legal (including An Garda Síochána)               | 10,038        | 11,914        | 8,314         | 8,393         |
| Refuge and Local Domestic Violence Services*      | 6,387         | 6,424         | 6,285         | 2,547         |
| Other Women's Aid Face-to-Face Support Services** | 0             | 4,184         | 3,609         | 2,822         |
| Health and Medical                                | 1,584         | 3,551         | 1,883         | 1,092         |
| Housing and homelessness                          | 1,294         | 1,984         | 946           | 586           |
| Social work                                       | 1,263         | 1,474         | 558           | 63            |
| Other National Helplines                          | 545           | 860           | 914           |               |
| Social protection, financial, maintenance         | 451           | 483           | 405           | 472           |
| Counselling                                       | 218           | 391           | 342           | 665           |
| Other                                             | 67            | 58            | 73            | 2,027         |
| <b>Total</b>                                      | <b>21,847</b> | <b>31,323</b> | <b>23,329</b> | <b>18,667</b> |

**Table 11 Referrals, Provision of Information and Advocacy (NFH and Support Services Combined Figure) 2022-2025**

\* Includes the Women's Aid Greater Dublin-based One-to-One Outreach Support Services and the Domestic Abuse Information and Support Service at Dolphin House Family Law Court.

\*\* From 2025, these figures amalgamated in the Refuge and Local Domestic Violence Services figure above.

#### Response from An Garda Síochána

In 2025, **2,667 women** in contact with the National Freephone Helpline disclosed that they had contacted An Garda Síochána because of domestic abuse. **53%** found the Gardaí **helpful** while **47%** found the Garda response **unhelpful**.

|           | 2025 | 2024 | 2023 | 2022 |
|-----------|------|------|------|------|
|           | %    | %    | %    | %    |
| Helpful   | 53   | 56   | 52   | 59   |
| Unhelpful | 47   | 44   | 48   | 41   |

**Table 12 Response from An Garda Síochána 2022-2025**

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#### Emergency Funds for Women and Children

##### Internal Emergency Fund for Women and Children

In 2025, Women's Aid dispensed **€86,515** in funds to women who were in receipt of direct support from our own frontline services during the year. These vital funds covered a wide range of urgent and practical needs including (but not restricted to): CCTV and home security costs, bills, groceries, as well as offering some small contribution at Christmas, a key time of financial pressure for women suffering economic hardship as a direct and indirect result of the abuse they are subjected to. The fund was administered as follows:

- Vouchers to a total value of **€16,200** were issued to **71** women. These vouchers could be used in a wide variety of retail outlets to assist women to meet some everyday needs for themselves, their children, and households.
- An additional **€26,450** worth of vouchers were provided to **65** women using our frontline services to support them and their children before Christmas 2025.
- **28** women also benefited from the Legal Fund to a total value of **€10,926**. This support enabled women to part pay legal fees for representation in court and pre court consultation.
- **29** women also benefited from support for procurement of home security measures, to a total value of **€32,939**. Women's Aid provided funding for cameras, new locks, alarm systems and monitoring, sensor lights, and video doorbells to help improve the security of their homes. In most cases, these security measures were recommended by Garda Crime Prevention Officers.

#### Quotes from Women who Received Christmas Vouchers in 2025

*"I can't thank you enough. I honestly didn't think Christmas could happen for the kids this year. This changes everything. It's such a relief."*

*"Changing the locks has made me feel so much safer. I can sleep at night now."*

**(Internal Emergency Fund for Women and Children)**

#### External Emergency Fund for Women and Children 2024 (Round Four)

Through simply unprecedented public generosity during the Covid-19 pandemic, Women's Aid could extend our emergency funds to benefit women and children nationally via a scheme offered to our colleagues in local domestic violence services throughout the country. The Women's Aid Board has designated funds to support four rounds of this fund between 2021 and 2024 for eligible organisations.

In 2024, we paid out 30 grants in allocations of €10,000 totalling **€300,000** to specialist domestic violence services nationwide for the direct benefit of women and children in need. This sum of money was recorded in our 2024 audited accounts; however, the impact of the fund is reported in our 2025 directors report because the funds were not fully expended by the recipients until mid-2025. All grant recipients submitted grant outcome reports.

A snapshot summary of the incredible impact of these funds is as follows:

**1377 women (and for many, their children too) were direct beneficiaries of the Women's Aid External Emergency Fund for Women and Children, distributed by 30 independent specialist DV services all over the country.**

- **€78,380** was spent on groceries and vouchers, so women could buy household basics such as food, clothing, school supplies, and shoes.
- **€20,685** was offered to help women cover essential utility costs (electricity, heating, etc.)
- **€26,725** was offered to help cover fuel and transport costs, including motor tax, insurance, and public transportation.

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- **€47,944** contributed towards women's legal fees.
- **€41,628** went towards security costs (changing locks, CCTV, reinforcing doors etc.)
- **€15,460** was spent on childcare and baby equipment and clothing costs.
- **€33,962** supported women with home relocation, rental, and emergency accommodation costs.
- **€12,111** was spent on supporting women and children with medical costs including dental support and other therapies.
- **€8,440** was given for household items, including white goods, furniture, bedding, and household repairs.
- **€14,665** contributed towards a wide range of other urgent needs women and children had, such as the purchase of mobile phones or tablets, moving home and support to buy new clothing for job interviews.

The powerful, and in some cases transformative, impact of even modest funds to women and children who had been terrorised and impoverished by domestic abuse, was made clear to us with the narrative reports from our colleagues' grant reports, such as:

#### Quotes from Support Staff

*It's not just about covering food or bills - it's about restoring dignity and easing immediate stress for clients already facing significant challenges. Providing that practical help allows us as staff to support survivors in a more holistic way, focusing not just on safety but also on their wider wellbeing and recovery."*

*"Clients were in tears and didn't know how to thank us. We were extremely happy, as a service, to be able to help — whether it was making day-to-day life a little easier, contributing to a Christmas dinner, or supporting with education fees."*

*"To be able to take this stress off the woman so she can use her energy for her own safety, is huge."*

*"Thank you so much to Women's Aid for this grant. It literally saved lives and assisted women and children in escaping very dangerous, abusive, and unhealthy situations."*

**(Women's Aid External Emergency Fund for Women and Children)**

#### Quotes from Women

*"The pressure and stress of the financial worries I have are crippling, relentless. I know you understand this is a punishment to us. [You] have helped me try and keep things flowing, keep bills paid and food in the house. With this financial help it takes me out of the prison I feel like we are in, even for a while."*

*"The grant allowed me to buy school uniforms and books for my children. It meant they could start school feeling the same as everyone else."*

*"Having the locks changed on our house helps us to feel so much safer."*

*"It may seem like a small thing, but to me, it meant security and breathing space when I needed it most. That support helped me focus on my safety and recovery without the added stress of not knowing how I would manage. I am truly grateful for the kindness and assistance I received."*

**(External and Internal Emergency Fund Beneficiaries)**

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#### Developing and Enhancing the Range of Training Solutions Aimed at Strengthening Responses of Frontline Professionals and Other Key Stakeholders to Domestic Violence and Abuse.

##### Specialised Training

Women's Aid's Training and Development Department has a proven track record of designing and delivering specialist domestic violence and abuse training to local and national organisations throughout Ireland. We support organisations in the statutory, community and voluntary sectors, as well as corporate bodies, to enhance and improve responses to women who are subjected to domestic violence and abuse. All Women's Aid training is informed and guided by our decades of experience directly supporting women, current research and by models of best practice.

#### A Landmark Year for Women's Aid Training and Development Department

2025 marked the official launch of the Women's Aid Centre for Learning and Practice Development (CLPD) by our new Uachtarán, Catherine Connolly - a national initiative established to strengthen Ireland's response to domestic violence and abuse.

The CLPD was created in direct alignment with the Third National Strategy on Domestic, Sexual and Gender-Based Violence, which calls for a consistent, high-quality, trauma-informed response across all sectors. Our mission is clear: to ensure that every woman who seeks support encounters a trained, skilled, and compassionate response.

This is not simply about training delivery. It is a practice development strategy designed to embed learning into professional systems and community responses nationwide.

#### 2025 Training Impact

A significant focus of the Training team during 2025 was the work to onboard a new training system and develop new content to facilitate the launch of the Centre for Learning and Practice Development in November with a suite of new training offers, drawing on our decades of specialist knowledge, practice, and quality research.

For this reason, our outputs for training delivery were lower in 2025 than the previous year.

Total individuals reached in 2025: **1,680**.

|                                                       | 2025  | 2024  | 2023  | 2022  |
|-------------------------------------------------------|-------|-------|-------|-------|
| Training events                                       | 48    | 184   | 138   | 81    |
| Participants                                          | 378   | 1,422 | 1,162 | 835   |
| Number of organisations                               | 64    | 106   | 130   | 116   |
| Inputs and awareness sessions                         | 21    | 33    | 32    | 41    |
| Number of people at the inputs and awareness sessions | 1,280 | 1,018 | 1,461 | 2,047 |
| E-Learnings delivered                                 | 2     |       |       |       |
| E-Learning participants                               | 22    |       |       |       |
| DVatWork.ie Session Attendees                         |       | 351   | 510   |       |

**Table 13 Training Outputs 2022-2025**

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#### **Why Training Matters**

Domestic violence remains one of the most pervasive public health and human rights issues in Ireland. Survivors frequently report inconsistent responses when they disclose abuse, often shaped not by lack of compassion, but by lack of structured, evidence-based training. The quality of the first response can determine:

- Whether a woman feels believed.
- Whether risk is understood and safely assessed.
- Whether trauma is understood.
- Whether harm is reduced- or unintentionally increased.
- The length of her journey time to safety and wellbeing.

Domestic violence training is not optional. It is essential.

#### **From Training to Embedded Practice**

The Centre's approach moves beyond one-off training sessions. Sustainable change requires more than information - it requires confidence, reflection, and system-wide commitment. In 2025, the Centre prioritised:

- Scenario-based and skills-focused learning.
- Trauma-informed practice development.
- Survivor-informed programme design.
- Cross-sector engagement.
- Practical tools for immediate application.

Our model ensures professionals are not only trained—but ready:

- Ready to listen safely.
- Ready to recognise coercive control.
- Ready to understand risk.
- Ready to respond with confidence and compassion.

#### **Strengthening Systems Across Sectors**

Domestic violence touches every sector, including:

1. Health Services.
2. Education and Youth services.
3. Justice and law enforcement.
4. Voluntary and community services.
5. Workplaces.

By engaging **64 organisations in 2025** and building on our engagement over the last number of years, Women's supports a coordinated, cross-sector response that reduces fragmentation and improves survivor experiences. Awareness sessions further extended understanding into communities, supporting informed responses not only from professionals but from families and support networks.

# **WOMEN'S AID COMPANY LIMITED BY GUARANTEE DIRECTORS' REPORT FOR YEAR ENDED 31 DECEMBER 2025**

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## **Building a National Learning Framework**

Women's Aid CLPD establishes the foundation for:

- Best-practice, survivor-informed training.
- Sector-specific learning pathways.
- Blended and online delivery models.
- Continuous professional development opportunities.
- Embedded evaluation and quality assurance.

The introduction of eLearning programmes increased accessibility and positioned the CLPD to scale nationally in 2026 and beyond.

## **Practice Development: The Long-Term Vision**

Practice development means shaping professional identity—not just delivering content. It involves:

- Supporting reflective practice.
- Strengthening interagency responses.
- Promoting trauma-informed organisational culture.
- Centring survivor voices.

This approach ensures that knowledge becomes action — and action becomes sustainable systemic change.

## **Expanding Learning Beyond Professionals - Free eLearning for Friends and Families**

A significant milestone in 2025 was the launch of our free eLearning programme, Allies and Informal Supporters, developed for free in partnership with our digital platform providers.

This accessible online course was designed specifically for friends, family members, and community members who may be the first person a victim-survivor confides in. We know that many women disclose abuse initially to someone they trust—not to a professional service. Yet informal supporters often feel uncertain, overwhelmed, or unsure how to respond safely.

The Allies and Informal Supporters programme provides:

- Clear guidance on understanding coercive control and domestic abuse.
- Practical advice on how to respond safely and without judgement.
- Support to help informal supporters avoid unintentionally increasing danger.
- Information on safety and self-care, and appropriate referral pathways.

By offering this training free of charge, Women's Aid is helping to build informed, effective community responses alongside professional capacity. This reflects our belief that safety networks extend beyond services into families, friendships, workplaces, and communities.

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#### **Looking Ahead**

Building on strong foundations in 2025, the Centre's priorities for 2026 include:

- Expanding digital and blended learning reach.
- Developing advanced and specialist training pathways.
- Increasing organisational partnerships.
- Strengthening impact measurement.
- Supporting sector-wide cultural change.

#### **The Vision for Women's Aid Centre for Learning and Practice Development**

We envision an Ireland where every woman - no matter where she lives or which service she approaches- encounters:

1. A trained domestic abuse informed response.
2. A response grounded in trauma-informed practice.
3. Clear understanding of coercive control.
4. A consistent and effective system response.
5. Support that prioritises survivor safety and dignity and perpetrator accountability.

The launch of the Women's Aid Centre for Learning and Practice Development marks a significant national step toward that future. 2025 has laid the groundwork. The transformation continues.

#### **Building on Women's Aid's Advocacy, Research, Expertise and Reputation to Inform Key Decision-Makers and to Contribute to the National Dialogue on Action to Prevent and Combat Domestic Violence and Abuse.**

##### **Public Awareness and Campaigns**

Women's Aid leads the way in raising awareness and providing information on domestic violence and abuse to victims and survivors, their families and friends, their communities and wider society.

Our annual public awareness campaigns and communications activities are a vital way to highlight the prevalence, nature and impact of domestic violence and abuse, intimate relationship abuse and femicide.

- **International Women's Day**

To mark International Women's Day, we ran a social media campaign to raise awareness of the harm women experience in Ireland and globally. It was also an opportunity to discuss the issue of violence against women being the cause and consequence of gender inequality.

- **WellFest Charity Partner**

In May, Women's Aid was once again the charity partner for WellFest, Europe's largest health and well-being festival held in Dublin. This was an opportunity to raise awareness of domestic violence and the Women's Aid frontline support services across two days.

- **Awareness Campaign in Health and Medical Settings**

During 2025, Women's Aid ran a National Helpline Awareness campaign in over **160** health and medical settings reaching patients and healthcare providers across the country. The digital screen advertisement encouraged anyone subjected to domestic abuse to reach out to Women's Aid for support.

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- **Women's Aid and Image Skillnet, the Irish Hairdressers Federation, and the Irish Spa & Beauty Association Partnership**

In August, Women's Aid and Image Skillnet, a not-for-profit training network working in the hair, beauty and spa sector in Ireland, hosted a series of webinars to empower hair stylists and therapists to recognise the signs of abuse, respond in a supportive way, and know how to signpost customers to Women's Aid services. As part of today's launch, the [webinars](#) along with [downloadable resources](#) and QR codes became available to all hair, beauty, and spa professionals across Ireland to display in their premises.

- **The 16 Days of Action "One in Three" Art Installation**

Also in November, Women's Aid collaborated with visual artist Louis Haugh, Councillor Hazel de Nortúin and Dublin City Council on an art installation of flags along the River Liffey entitled "One in Three" as part of the international 16 Days of Activism Against Gender-Based Violence campaign. Each flag bore names that remind us that domestic violence affects women we know and care for, reflecting the diversity of women living in Ireland today. The installation began on UN International Day for the Elimination of Violence against Women on 25 November and stayed until Human Rights Day on 10 December.

- **Femicide Watch**

The Women's Aid **Femicide Watch Project** continued to record the violent deaths of women in Ireland and in 2025, when **seven women died violently**. We record these killings to illustrate the danger posed to women and to better understand how to increase protection for women and children. Our aim is to continue to try and break the pattern of male violence against women in the hope of preventing any further loss of life.

|                                  | 2025 | 2024 | 2023 | 2022 |
|----------------------------------|------|------|------|------|
| Number of women violently killed | 7    | 5    | 9    | 12   |

**Table 14 Femicide Watch Project 2022-2025**

#### Women's Aid Public Events in 2025

- **Ally Action List and The Dead Flower Shop**

In February, Allianz and Women's Aid developed and launched the Ally Action List, to highlight and tackle the endemic societal issue of male violence against women in Ireland. The Ally Action List is an online resource that aims to help men better understand how they can become allies in ending gender inequality and gender-based violence and how they can adopt more supportive attitudes and behaviours, moving Ireland closer towards a zero-tolerance society.

As part of the launch of the Ally Action List, Allianz and Women's Aid opened the doors of 'The Dead Flower Shop' on Valentine's Day, located at 110 Grafton Street, Dublin 2. From the outside 'The Dead Flower Shop' looked like a normal flower shop but, upon entry, visitors were met with an exhibition of dead flowers. Eight bouquets were designed and arranged to represent a select number of women in Ireland who have been killed by their current or former partners. At the centre of the exhibition, there was a larger bouquet of 274 dead roses to collectively represent and remember each of the 274 women killed in violence circumstances in Ireland since 1996.

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- **Secondary Victimisation in Family Law: New Irish Report 2025**

In June, Women's Aid launched a new research report into the Irish Family Law System. The report, ['Exploring how Victim-Survivors of Domestic Violence and Abuse Experience Navigating the Irish Family Law System in Guardianship, Custody and Access Cases'](#), by Trinity College Dublin and University College Cork was commissioned and funded by Women's Aid. The groundbreaking new research finds that adult and child victim-survivors of domestic abuse are being retraumatised during guardianship, custody, and access proceedings. It revealed the urgent need for the Family Law system to develop a 360-degree response to domestic violence and abuse.

- **Annual Impact Report 2024 Launch**

Later in June, Women's Aid launched our [Annual Impact Report](#) which outlined 46,765 disclosures of incidents of domestic violence and abuse to our National Freephone Helpline and Face-to-Face Support Services during 32,144 contacts in 2024. This represents a 12% increase in contacts and a 17% increase in disclosures compared to the previous year: the highest ever recorded by the organisation. The report highlighted serious challenges with the family justice system, post separation abuse and the housing crisis impacts on victim-survivors' abilities to access justice and safety, with greater challenges for those with disabilities and migrant backgrounds.

- **Women's Aid and Trinity College Dublin Joint "From Silence to Reform: Reimagining Justice for Victim-Survivors of Domestic Violence and Abuse in the Family Law System" Seminar**

In early November, an important seminar on the Family Law system was co-hosted by Professor Steph Holt from the Department of Social Work and Social Policy at TCD and Women's Aid to an invited only audience. The seminar speakers included Barrister and author Charlotte Proudman to discuss her important book *"He Said, She Said - Truth, Trauma and the Struggle for Family Justice"*, which exposes how legal cases in England's family court struggle and often fails to achieve justice. Bringing an Irish perspective into the seminar, Prof. Stephanie Holt presented on the groundbreaking Women's Aid 2025 research she led into how adult and child victim-survivors of domestic violence and abuse experience navigating the Irish family law system

- **The Centre for Learning and Practice Development Launch**

In November, on the International Day for the Elimination of Violence against Women and the start of the 16 Days of Activism, Uachtarán na hÉireann, President Catherine Connolly delivered the Opening Address at the Women's Aid launch of the new [Centre for Learning and Practice Development](#).

The Centre was launched to transform how Irish society understands and responds to domestic abuse and coercive control in line with the Government's commitment in the Third National Strategy on Domestic, Sexual and Gender-Based Violence through wide ranging, domestic violence informed targeted programmes and practice sessions both online and in person for employers and professionals in the health, community and voluntary, legal and law enforcement, children and young people sectors and specialist domestic abuse professionals. Included in the offerings is the new Allies and Informal Supporters Programme which is free and available to anyone who wants to understand how to safely support someone they know who is being subjected to domestic abuse and coercive control.

- **Women's Aid 50<sup>th</sup> Anniversary Closing Event**

In December, Women's Aid marked the closing of the organisation's 50<sup>th</sup> anniversary with an event in Dublin City Hall to celebrate fifty years of courage, change, and supporting women. The event was

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hosted by Dearbhail McDonald and included a fireside chat with Fireside Chat with Sarah Benson, Ailbhe Smyth, Patricia Acom, and Jody Duggan who each honored our shared journey, and looked ahead to a future where every woman and girl lives free from violence.

The night also featured an inspiring keynote speech by award winning author of 'Poor', Dr Katriona O'Sullivan.

|                                        | 2025 | 2024 | 2023 | 2022 |
|----------------------------------------|------|------|------|------|
| Annual Impact Report Launch            | 120  | 130  | 120  | 250  |
| Launch of the CLPD 16 Days Event       | 120  | 220  | 224  | 350  |
| 50th Anniversary Closing Event         | 100  |      |      |      |
| Family Law Research Launch             | 220  |      |      |      |
| Women's Aid and TCD Family Law Seminar | 70   |      |      |      |

**Table 15 Total Attendees at Women's Aid Strategic Communications Events 2022-2025**

#### Too Into You Project 2025

Women's Aid runs the Too Into You project which is focused on young people, in particular young women, aged 18-25. The project aims to teach young people about the difference between healthy and unhealthy relationships, the red flags of intimate relationship abuse, and provide support at our dedicated website for young people [toointoyou.ie](https://toointoyou.ie).

Friends, classmates, colleagues, family members, and professionals can also access information about intimate relationship abuse here. The projects aim to highlight the hidden reality of many young intimate relationships.

The project also raises awareness and reaches young people through the #TooIntoYou social media campaign. Too Into You developed a five-year strategy to deliver its objectives in line with the full organisational strategy, and 2025 marked year one of this work.

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#### Too Into You Project Activities and Engagement Metrics

|                              | 2025                | 2024    | 2023   | 2022   |
|------------------------------|---------------------|---------|--------|--------|
| Website views                | 95,710 <sup>6</sup> | 144,131 | 63,138 | 29,758 |
| Social Media Reach           | 3.34m               | 1.44m   | 1.69m  |        |
| Social Media Impressions     | 19.7m               | 6.1m    | 9.6m   | 9.5m   |
| Podcast Downloads            | 6,543               |         |        |        |
| Awareness Information Stalls | 22                  | 14      | 9      |        |
| Awareness Raising Talks      | 12                  | 7       | 10     | 12     |
| Followers on X               | 737                 | 737     | 743    |        |
| Followers on Instagram       | 7,125               | 5,550   | 4,560  |        |
| Followers on TikTok          | 3,125               | 1,200   | 907    |        |

**Table 16 Too Into You Project Activities and Engagement Metrics**

In 2025, the Too Into You Project team:

- **Collaborated for Maximised Engagement**

Women's Aid's Too Into You Project collaborates with a number of organisations like DRCC, SpunOut, AkidAwA, HerMoves, AMLÉ, LGBT Ireland, BelongTo, Festival Republic, The Shona Project, Muslim Sisters of Eire, and various higher education institutions to help raise awareness of our supports and the campaign. We do this through collaborating on content for social media, awareness raising talks both online and in person, engagement stalls, and through the sharing of resources and materials.

The Project Team also share resources and materials with teachers, youth workers, university students and staff, and others working directly with young people to help them recognize abuse, signpost to supports for intimate relationship abuse and teach young people about the difference between healthy and unhealthy relationships.

The Project Team also feed into the work of other stakeholders to provide expertise on coercive control in young relationships and to support the integration of intimate relationship abuse into their programmes and resources. For example, the Too Into You Project Coordinator sat on BelongTo's Advisory Group for the creation of their Sexual Health Toolkit Advisory Group for young LGBT+ girls and young people and provided expertise on abuse in young relationships, consent, the harms of pornography and healthy relationships.

- **Contributed to School Curriculums**

The Too Into You Coordinator contributed, with members of the senior leadership team to Women's Aid's review of resources being developed by the Department of Education and Youth, the NCCA and the HSE for the Senior Cycle SPHE curriculum on Relationships and Sexuality. Too Into You resources have been incorporated into the lesson on "Green Flags" in relationships.

<sup>6</sup> Website views down but social media reach increased by 129%, Because more focus was on awareness.

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- **Launched the Too Into You Podcast**

In 2025, Women's Aid launched the **Too Into You Podcast**, creating a space for deeper conversations about healthy and unhealthy relationships. The Podcast is an evergreen resource featuring expert insights, real stories and honest conversations to help young people recognise the difference between healthy and unhealthy relationship behaviours. It provides young people with accessible information about relationships and explores topics such as consent, boundaries, and the different ways abuse can show up in young people's relationships. Season 1 featured eleven episodes featuring conversations with experts on topics including consent, coercive control, intimate image abuse, abuse in LGBTQ+ relationships, emotional abuse, trauma and healthy relationships, and young survivors of intimate relationship abuse. In 2025, the podcast was downloaded **6,543 times** and was shortlisted for the Best Use of Sound award at the Digital Media Awards.

- **Ran Too Into You Awareness Campaigns**

From Galentine's Day, 13th February, to International Women's Day, 8th March, Women's Aid ran the #TooIntoYou campaign to raise awareness among young people of the red flags of abuse and the supports available at [toointoyou.ie](https://toointoyou.ie) and promote the newly launched Too Into You Podcast. Organic content and ads targeted at young people ran on Instagram, Snapchat and TikTok encouraging young people to take the Relationship Quiz, to use the IMSS at [toointoyou.ie](https://toointoyou.ie) and listen to the Too Into You Podcast. Young people, activists, content creators, and stakeholders were also invited to an in-person event in Dublin City to launch the first two episodes of the podcast, the first episode with notable writer and content creator Keelin Moncrieff, and the second episode with Too Into You Ambassador and survivor of intimate relationship abuse Jody Duggan. The Too Into You campaign received widespread support and engagement on social media and received media coverage on NewsTalk, Irish Independent, Her.ie, and Stellar.

- **Engaged in an Always On ad campaign and Organic Social Content Delivery**

The Project Team launched a strategic 'Always On' campaign to run monthly ads on social media, following a recommendation from the Too Into You external project evaluation. The ads direct to supports at [toointoyou.ie](https://toointoyou.ie) and raise awareness of the #TooIntoYou campaign. The Project Officer also created and delivered consistent organic content throughout the year on Too Into You social media accounts to raise awareness of supports and the issue of intimate relationship abuse. Each month focused on a specific theme including online safety, setting boundaries, emotional abuse, sexual violence awareness, abuse in LGBTQ+ relationships, and healthy relationships. Content platformed the voices of young people through our Too Into You Volunteers and Survivor Ambassadors, and collaborative content with various content creators and stakeholders like WeConsent, The Shona Project and SpunOut.

In 2025, the Relationship Quiz at [toointoyou.ie](https://toointoyou.ie) was also taken by **22,249 people compared to 19,900 in 2024**.

- **Delivered Additional Too Into You Engagement Activities**

Too Into You aims to be present in various spaces where young people are. Throughout the year, Too Into You ran awareness tents and stalls at various events including Longitude and Electric Picnic music festivals, Marley Park concerts, Shona Project Shine Festival (attended by 2,500 TY girls), HerMoves Festival (attended by 2,000 TY girls), and the Transition Year Conference (attended by 5,000 TY students). The Too Into You project team and volunteers engaged directly with young people in a fun and engaging way to explain the difference between healthy and unhealthy relationships and to promote

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prevention and early intervention by raising awareness of the red flags of abuse and the supports provided at [toointoyou.ie](https://toointoyou.ie).

The Project Team also ran awareness stalls at various university and college campuses across Ireland to teach students about supports at [toointoyou.ie](https://toointoyou.ie) including UCC, ATU Sligo, TUS Athlone, LSAD, ATU Galway, TUS Moylish, Trinity College Dublin, Cork School of Music, MTU Bishopstown Cork, and Dunboyne College of Further Education. Too Into You also ran twelve awareness raising talks with young people and those who support them including Union of Students of Ireland Gender Based Violence Conference, WellFest, BelongTo Youth Advisory Panel, Digital Marketing Conference, and Offaly Domestic Violence 'Teen Dating Violence Seminar' (attended by 150 secondary schools students).

- **Began the Too Into You Diverse Voices Project**

In 2025, Women's Aid received funding from the RTE Toy Show Appeal, through Community Foundation Ireland for a project entitled 'Addressing Intimate Partner Abuse in Youth Relationships'. This funding included the recruitment of a dedicated Too Into You Diverse Voices Engagement Project Leader. The Project Lead is responsible for delivering on a 9-month fixed term project to engage young people (age 18-25), particularly those from marginalised communities, to help make the Too Into You project more representative, visible, and impactful across Ireland. Their responsibilities include the development and delivery of a workshop programme and the development of video resources which will accompany the Women's Aid training modules and toolkit.

The project grant will also fund the development, by our Training & Development team, of a training module, with accompanying Toolkit for participants who support young people who may be subjected to intimate partner abuse.

- **Ran our Too Into You Volunteer Programme**

Too Into You engaged 15 young people as volunteers in 2025, and 270 volunteer hours were completed. With the support of the Strategic Communications Executive and Too Into You Officer, Volunteers created social media content, attended in person and online volunteer meetings, and volunteered in person at various music festivals and engagement events. During 2025 Women's Aid created a new Volunteer Policy, Volunteer Strategy, Volunteer Handbook, and Volunteer Roles and Requirements Document. At the end of 2025, the Project Team ran a recruitment drive for new Too Into You volunteers and began onboarding 9 new Too Into You volunteers.

#### [Media Coverage of Women's Aid and Online Activity 2025](#)

Women's Aid had a strong media presence in 2025, gaining over **2,977 mentions** in broadcast, print, and online media during the year.

- **Breakdown of Media Coverage**

The coverage of Women's Aid and the work we do was steady throughout the year, with particular highs in June to coincide with the launch of the Annual Impact Report for 2024, and also at other key moments that coincided with the publication of our landmark Family Law research report, high profile events including the 'Dead Flower Shop' on St Valentine's Day and the 16 Days of Activism campaign.

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|              | 2025         | 2024         | 2023         | 2022         |
|--------------|--------------|--------------|--------------|--------------|
| Broadcast    | 802          | 1,270        | 1,770        | 2,598        |
| Online       | 1,588        | 574          | 1,975        | 1,973        |
| Print        | 587          | 1,669        | 594          | 850          |
| <b>Total</b> | <b>2,977</b> | <b>3,513</b> | <b>4,339</b> | <b>5,421</b> |

**Table 17 Total Items of Women's Aid Media Coverage 2022-2025**

- **Women's Aid Social Media**

Women's Aid has a strong social media presence across a range of platforms, which are extremely important to our awareness raising work, and to recruit fundraisers for various campaigns. Across Facebook, Instagram, LinkedIn, X (formerly Twitter) and BlueSky, Women's Aid had **156,022** followers at the end of 2025.

The most impactful content for Women's Aid on social media, including in 2025, was when we amplified or told the stories of survivors-victims of domestic violence and abuse. Whether this was highlighting news articles on court verdicts and sentencing, women telling their stories, or news and statements on current events.

On Instagram, posts with information and other awareness raising content performed strongly, with victim-survivor stories leading engagement on Facebook and Twitter.

The Groups feature on Facebook is an extremely effective tool for our fundraising campaigns, with thousands of users joining Women's Aid Groups to discuss their fundraising efforts in 2025.

|              | 2025           | 2024           | 2023           | 2022           |
|--------------|----------------|----------------|----------------|----------------|
| X            | 24,300         | 25,423         | 25,071         | 23,747         |
| Instagram    | 33,969         | 30,401         | 25,654         | 19,070         |
| Facebook     | 54,403         | 52,561         | 47,397         | 44,497         |
| LinkedIn     | 41,681         | 39,808         | 35,789         | 19,881         |
| Bluesky      | 1,669          | 786            |                |                |
| <b>Total</b> | <b>156,022</b> | <b>148,979</b> | <b>133,911</b> | <b>107,195</b> |

**Table 18 Women's Aid Social Media Community 2022-2025**

### [Influencing Government and Policy](#)

Throughout 2025, Women's Aid engaged directly with government on legislative proposals and policy development relating to domestic violence, coercive control, and perpetrator accountability. This included public commentary and stakeholder engagement on proposals to establish a Domestic Violence Register of Judgements, alongside continued advocacy for stronger protections for women and children within existing legal frameworks.

Women's Aid's advocacy remained closely aligned with Ireland's Zero Tolerance Strategy on Domestic, Sexual and Gender Based Violence, reinforcing the need for robust implementation, survivor centred safeguards, and cross departmental accountability.

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This engagement included multiple formal policy submissions in 2025 to Government departments, Oireachtas committees and statutory consultations across justice, community safety, and housing.

- **Advancing Recognition of Domestic Violence as a Driver of Homelessness**

A significant policy achievement in 2025 was the formal recognition, for the first time, of domestic violence as a key contributor to women's homelessness in a Government Action Plan on Housing. Women's Aid cautiously welcomed this development as a critical shift in policy understanding, reflecting years of advocacy highlighting the intersection between domestic abuse, housing insecurity, and poverty.

This recognition supports improved alignment between housing, justice, and domestic violence services, and represents a key step towards more effective prevention focused responses.

- **Chartered Institute of Housing and Women's Aid Launch the Make a Stand Pledge in Ireland**

This partnership brings together CIH Ireland's leadership role within the housing sector and Women's Aid's nationally recognised expertise in responding to domestic abuse. By working together, both organisations aim to strengthen awareness, accountability and practical responses across housing organisations in Ireland. The collaboration reflects a shared commitment to embedding safer practices, improving access to specialist supports and ensuring that housing professionals are equipped to respond effectively and compassionately to domestic abuse where it intersects with housing need.

- **National and International Advocacy Leadership**

In addition to domestic policy engagement, Women's Aid contributed to international advocacy and knowledge sharing, participating in high-level global fora addressing violence against women. This work ensured that Ireland's policy challenges and reform efforts were informed by, and connected to, international best practice.

At national level, Women's Aid continued to provide expert input to policymakers, statutory bodies, and public consultations, ensuring that survivor voices shaped decision-making at every stage.

#### **Women's Aid Policy Submissions**

Women's Aid made 6 policy submissions in 2025:

- [Submission on the Priorities and Policy Programme for Ireland's Presidency of the Council of the European Union 2026 \(1\) \(December 2025\).](#)
- [Women's Aid National Strategy for Improving Community Safety Issues Paper Submission \(November 2025\).](#)
- [Submission on General Scheme of the Criminal Law \(Sexual Offences, Domestic Violence and International Instruments\) Bill 2025 \(November 2025\).](#)
- [Women's Aid Submission to the Justice, Home Affairs and Migration Committee on the Draft General Scheme of the Guardianship of Infants \(Amendment\) Bill 2025 \(June 2025\).](#)
- [Women's Aid Submission to the National Housing Plan 2025-2030 \(June 2025\).](#)
- [Submission to Consultation on the Sentencing Guidelines and Information Committee – Guidelines on the application of Section 40 of the Domestic Violence Act 2018 \(February 2025\).](#)

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|                              | 2025 | 2024 | 2023 | 2022 |
|------------------------------|------|------|------|------|
| Number of policy submissions | 6    | 6    | 10   | 13   |

**Table 19 Policy Submissions 2022-2025**

#### Advocacy Impact

Across 2025, Women's Aid's policy and advocacy work delivered:

- Increased visibility of systemic failures affecting victim survivors.
- Evidence driven influence on family law and justice reform.
- Strengthened political recognition of domestic abuse as a structural issue.
- Measurable progress towards survivor centred, trauma-informed policy responses.

Women's Aid's advocacy in 2025 contributed to tangible shifts in policy debate, strengthened reform momentum, and reinforced the organisation's role as a trusted, authoritative voice shaping Ireland's response to domestic violence.

#### Strategic Research

##### • Driving Reform of the Family Law System

A major advocacy milestone in 2025 was the publication of national research: *Exploring How Victim-Survivors of Domestic Violence and Abuse Experience Navigating the Irish Family Law System in Guardianship, Custody and Access*<sup>7</sup> examining how victim survivors experience the Irish family law system in guardianship, custody and access cases. Commissioned and funded by Women's Aid, this study provides the first national account of how adult and child victim-survivors of domestic violence and abuse (DVA) experience navigating the Irish family law system in guardianship, custody, and access (GCA) cases. The study is both timely and significant, not least because of the reform of Irish family law and policy development currently being driven by the Department of Justice, Home Affairs and Migration.

The research highlighted systemic failures that place women and children at risk, including the routine minimisation of domestic abuse and coercive control postseparation.

Women's Aid used these findings to:

- Advocate for urgent family justice reform.
- Call for mandatory domestic violence informed training for the judiciary and legal professionals.
- Influence national dialogue on custody, access, and child safety in the context of domestic abuse.

#### Strategic Priority 2 - Building and Nurturing Effective Partnerships

Women's Aid values the trust of its funders and other key stakeholders. We recognise the value of mutual respect and collaborative partnerships with our funders and with peer organisations, supporters, donors, and volunteers. Ensuring that Women's Aid is a trusted partner is a centrepiece of our strategy, that supports us to work effectively with other key actors in our sector. We continue to undertake key activities that will support us to deepen and strengthen our stakeholder relationships.

<sup>7</sup> Holt, S., Gregory, S., Elliffe, R., Parkes, A. & James-Hanman, D. (2025). *Exploring How Victim-Survivors of Domestic Violence and Abuse Experience Navigating the Irish Family Law System in Guardianship, Custody and Access*. Dublin: School of Social Work & Social Policy, TCD, School of Law, UCC and Women's Aid.

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During 2025 the following key objectives, under the second priority of our multi-annual Strategic Plan were our primary focus:

**Working with Authorities, Agencies and Community and Voluntary Organisations, as a Trusted Partner, to Inform the National and International Agenda on Domestic Sexual and Gender Based Violence to Influence Positive Change in Ways that Prioritise the Interests of All Women.**

In addition to full compliance and fulfilment of our service agreements with our funders during 2025, Women's Aid continued to bring the concerns and issues of women experiencing domestic violence and abuse to a number of national and local fora.

Women's Aid actively develops cross-sector partnerships and strategic relationships, enabling the organisation to collaborate and to remain visible, active, and contributing constructively to political, social, and other fora responding to violence against women in all its forms.

#### **Representation and Membership**

In 2025 Women's Aid was represented at:

- Barnardos Childhood Domestic Violence Project: Advisory Committee
- Barnardos Children Living with Domestic Violence Community of Practice
- Children and Young People's Services Committee (DLR & Dublin North)
- Coalition for Children Living with Domestic & Sexual Violence (CLwDSV)
- Courts Services Civic Society Forum
- Family Law Court Development Committee of the Courts Service
- Family Justice Forum
- Legal Aid Board External Consultative Forum
- Legal Aid Board External Consultative Forum – Domestic Violence Subgroup
- LGBTQI+ & IPV Network
- Pavee Point DSGBV Project Advisory Group
- Department of Justice, Public Awareness Sub-Committee
- St Mary's Community Employment Project
- The SAVE Forum
- The Victims' Forum

In 2025, Women's Aid continued our membership of:

- [Charity Retail Ireland](#)
- [Children's Rights Alliance](#)
- [Irish Observatory on Violence against Women and Girls](#)
- [National Women's Council](#)
- [SAFE Ireland](#)

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- [The Charities Institute Ireland](#)
- [The Wheel](#)
- [Women Against Violence Europe \(WAVE\)](#)

In addition to our notable membership of a range of key groupings, and our formal policy submissions, Women's Aid also foster collaborative relationships with organisations and individuals to mutually inform and strengthen responses to women.

During 2025 there were meetings with a wide range of stakeholders supporting women in addiction, using homeless services and ethnic minority, disabled, and migrant women.

#### [Continuing to Develop Partnerships to Increase Awareness, Understanding and to Combat the Harms of Pornography.](#)

During 2025 following the launch in 2024 of our commissioned research on pornography, Women's Aid continued to convene a multi-disciplinary group of stakeholders who have shared concerns regarding the harms of pornography on society as an impediment to gender equality, an exploitative industry, and its serious impact on children and young people.

#### **Impact of Pornography: A Convention on Addressing the Harms in Ireland**

In May, Women's Aid and Community Foundation of Ireland brought over 60 national and international experts and key individuals, agencies and civil society groups together for a ground-breaking two-day strategic convention to plan next steps recommended in the report '[Facing Reality: Addressing the Role of Pornography in the Pandemic of Violence against Women and Girls](#)' by The Sexual Exploitation Research and Policy Institute (SERP), commissioned by Women's Aid and funded by Community Foundation Ireland, which showed that a failure to tackle the harms of pornography is undermining equality and putting new generations of young people at risk. The event was a closed session operating under the Chatham House Rules.

This group continues to collaborate with a view to further advocacy activities to address these harms in 2026 through a combination of awareness, education, and legislative and policy reform.

#### **Establishing Clear Structures and Systems to Better Harness and Activate the Wisdom and Insights of those with Lived Experience of Domestic Violence and Abuse.**

Women's Aid strives always to be survivor informed in all aspects of our work, as evidenced by the wide array of activities documented throughout this report, where survivor partnership, voice and input is included in all aspects of our work from shared advocacy, to training development to service enhancement.

#### **Strategic Priority 3 – Continually Strengthening Capability and Expertise**

During the first year of our new five-year strategy (2025-2029), Women's Aid focussed on further developing its organisational infrastructure. The activities under this priority are ensuring that Women's Aid has the information, skills, expertise and capabilities it requires to develop its service, achieve service excellence and continually evolve the range of services, structures and activities required to deliver Women's Aids goals.

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#### **Strengthening our Economic Resilience and Capacity**

Women's Aid strives to maintain and preserve the trust and confidence shown to it by statutory funders over many years. During 2025 the organisation was in receipt of statutory funding from Cuan, the Domestic, Sexual and Gender-Based Violence Agency and the Department of Rural and Community Development (administered by Pobal) to help deliver and expand our core services.

To plan for stability and sustainability into the future, the organisation invested in the development of a detailed and ambitious fundraising strategy which has a supporting operational plan to assist Women's Aid navigate a period of exceptional growth and expansion. During 2025, Women's Aid continued to successfully deliver on its dedicated five-year fundraising strategy and met its targets to ensure continued sustainability for our model of operation following a period of significant growth and development.

The organisation ensures full transparency and accountability for its use of statutory funding and is also compliant with the Guidelines for Fundraising for Charities and a 'Triple Lock' recipient with the Charities Institute of Ireland.

#### **Ensuring the Organisation has the Capacity to Meet its Business and Operational Compliance Requirements.**

The organisation has an Annual Operational Work Plan to support the implementation of this strategy. Support functions underpin the functioning and growth of the organisation. The senior executives systematically explore ways to increase our productivity through I.T. systems and processes and systems and processes are in place to support the needs of the organisation. On a continuous basis, employee training/CPD in key areas of IT capability is put in place.

#### **Leveraging Technology**

During 2025 the organisation invested further in CRM systems, a new integrated training platform and new technology to support digital fundraising to support effective, innovative, and efficient delivery of service and other operations.

#### **Accessibility**

Women's Aid has an explicit focus on increasing the accessibility of our services and on creating strong referral pathways to partner agencies who can help support the often-complex needs of survivors.

The National Freephone Helpline and our Face-to-Face Support Services continued to offer the Language Line interpretation service for any migrant women accessing support - available in over 240 languages.

The online IMSS facility allows for access to support through our websites for women who prefer to communicate via 'chat' and deaf and hard of hearing women. Our Instant Messaging Service is also available with translation services.

Support services meeting in person with women with disabilities will accommodate venues and locations to adapt to their requirements, in line with safe practice. Irish Sign Language interpreters will be provided on request.

All of Women's Aid in person public or private events are held in accessible venues as a matter of organisational policy.

Our websites strive to be accessible and in an easy-to-read format.

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Employees who are neurodivergent or have disabilities are supported on a case-by-case basis with equipment, software, or other environmental accommodations to meet diverse needs in a workplace setting.

#### **Staff Training and Development**

Staff training and development was a priority and supported our commitment to enhance inclusivity:

- All staff given a personal CPD training budget based annually.
- Individual staff participated in a wide range of CPD training including on trauma informed care, communications, governance, compliance, health and safety and other topics dependent on specific roles and responsibilities.
- Helpline volunteers who are recruited to support the Helpline support staff undertake a very intensive training, induction, and ongoing support process to ensure excellent service delivery.
- All employees, and Helpline volunteers, undertook phase two of a specialist 'Domestic Violence Trauma Informed Practice' training (following phase one in 2024) delivered by our Training Team, as part of an initiative for the whole organisation to embody trauma informed culture and practice, for all.

#### **Stakeholder Feedback**

- Women's Aid continually seeks feedback from its services users through requests for confidential feedback from Helpline users and feedback at point of case closure from direct services.
- All training deliveries elicit feedback from participants to support continuous review and updating of our specialist training to ensure we remain a centre of excellence in this regard.
- The organisation welcomes feedback from stakeholders through its feedback policy which is available publicly on the company website.
- Pro bono support from McCann Fitzgerald is generously made available to the organisation to ensure that its policies in areas such as Child Protection, Data Protection and other related areas of compliance were reviewed and updated as required depending on the policy review schedule or changes in legislation. Both policies were reviewed and updated in 2025.
- The organisation continues to proactively engage with its statutory funders and seeks to ensure funder satisfaction through ongoing positive engagement, submission of concise, accurate and informative reports and attendance at formal Service Level Agreement meetings.

#### **Ensuring our Work is Continually Data Driven and Supported**

Data is drawn from multiple sources including frontline service databases, employee surveys, client feedback, funder data, performance metrics for campaigns and current research – some of which we commission ourselves. This is used effectively and ensures that the organisation is continually enabled to generate accurate, timely data about service delivery, in-service performance, user experience, service outcomes, referrals, and service methodologies and to develop coherent and well-conceived policy and advocacy material.

Quantitative and qualitative statistical trends are analysed to identify current and emerging needs of women subjected to domestic abuse, for service development and to support our other operational and strategic objectives.

Women's Aid also continues to advocate to any key State Agencies or bodies who gather/should gather data to ensure they do so and that a 'gold standard' of national data on DSGBV is available, per the requirements of the Istanbul Convention.

Some key examples of this work in 2025 include:

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**AI:** The organisation has also begun the process of developing an Ethical AI policy to enable us to harness the benefits of these new technologies and avoid any pitfalls.

**Data:** The direct services provide rich anonymised data on women's experiences, the trends emerging and the needs they have which Women's Aid will incorporate into its impact reports, submissions and through public representation to try and improve supports and responses to victims/survivors and combat abuse.

**Research:** Women's Aid commissioned and published several groundbreaking pieces of research which centralised the lived experiences of both adult and child victims/survivors of domestic abuse in contact with the family law system.

**Survivor collaboration:** Women's Aid has a long track record of engaging with survivors to share their experiences and, crucially, their views on how we can improve responses to combat domestic abuse. All our public events in 2025 incorporated a survivor's direct contribution in some form. Many also offered their anonymised stories in support of awareness and fundraising activities during 2025.

The Too Into You regularly engages young survivors of abuse in project activities. For example, episode 2 of the Too Into You Podcast featured an interview with Jody Duggan, survivor of intimate relationship abuse who acts as a Too Into You Ambassador. Jody also took part in a panel discussion as part of Women's Aid's 50th Anniversary celebration. More survivor voices were featured in episode 5 – You Asked, We Answered. Episode 9 of the Too Into You Podcast also featured an interview with Alexandra Ryan, a survivor of intimate image abuse. Various quotes from young survivors were also platformed on Too Into You social media platforms.

#### **Aligning Our People, Our Values, and Our Culture**

In keeping with our commitment to support women in need and to contribute to an equal society, Women's Aid is conscious of maintaining a positive and supportive environment which lives up to our expressed values of Courage, Co-Operation, Inclusivity, Empowerment, Equality and Change.

Women's Aid wants to attract, develop and retain volunteers and employees who are committed to our vision, purpose, and culture. We seek to recruit a diverse and representative cohort of employees and volunteers and to support and monitor employee engagement in line with our strategy.

As already noted above, we achieved a range of improvements and delivered activities to build and strengthen our team and to make Women's Aid a positive work environment. A sample are noted below.

- Implementation of best practice workplace policies, to enhance existing employee benefits, including policies for employees subjected to domestic abuse, and menstruation and menopause policies all of which have paid leave provisions.
- A Hybrid Working Policy is in place for eligible employees.
- Employee Engagement Survey carried out annually
- Annual gatherings of all staff, volunteers, and board members to promote collegiality and connection.
- Regular team and whole organisational meetings throughout the year for information sharing, celebration of achievements and to promote cohesion.

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#### **Building and Supporting Volunteer Engagement**

Volunteers provide crucial support to our National Helpline staff team, and to our Too Into You Project and Charity Shop<sup>8</sup>. All volunteers receive full training and induction relevant to their roles.

Volunteers are invited to all organisational events (e.g. summer party, Christmas gathering) and receive weekly updates of our 'media watch report' and other important information updates regarding organisational activities, and briefings on government or public policy initiatives to ensure they remain fully informed. They are informed and invited to support Women's Aid various public awareness campaigns during the year also.

To coincide with our annual Volunteer Appreciation Day, Women's Aid arranges a gesture of appreciation to acknowledge the wonderful contribution our volunteers make to the organisation.

#### **Investing in Volunteers Awards**

Investing in Volunteers is a national quality standard for best practice in volunteer management. In 2023 Women's Aid undertook a lengthy and rigorous process and was delighted to be awarded accreditation of its volunteer programme supported by Volunteer Ireland. This is a three-year accreditation. There are six quality areas that a volunteer involving organisation needs to work on, and be assessed on, to achieve the award:

1. Vision for volunteering.
2. Planning for volunteers.
3. Volunteer inclusion.
4. Recruiting and welcoming volunteers.
5. Supporting volunteers.
6. Valuing and developing volunteers

The full standard can be downloaded from [www.investinginvolunteers.co.uk](http://www.investinginvolunteers.co.uk)

During 2025 a new and comprehensive volunteer policy was updated in 2025, with an accompanying volunteer handbook.

#### **Ensuring Excellence in Compliance and Governance**

##### **Governance**

The company conducts an annual appraisal of its own performance, that of its Board and other Committees, and that of individual Board members. Emphasis is given to delegation of responsibilities, communication channels and methods, skill sets and skill gaps, training needs, and relevant external factors (such as changes in legislation and regulatory frameworks). During 2025 the Board also commissioned and took account of the findings of an independent evaluation of the Board functioning and composition, including a skills matrix audit conducted by Carmicheal. The findings were reviewed by the Governance and Risk Committee in conjunction with the Chairperson in quarter one 2025 and then brought to the Board for substantive discussion and agreement of actions arising from the review.

A comprehensive Governance Handbook is in place to support the operations of the Board, in conjunction with the Women's Aid Constitution. During 2025 Women's Aid benefited from a pro bono.

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<sup>8</sup> Regrettably our Charity Shop closed in September of 2025 after 20 years in the Dundrum community after our lease ended and the premises were sold.

# WOMEN'S AID COMPANY LIMITED BY GUARANTEE

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**Governance Heath Check** undertaken by Arthur Cox LLP which provided immensely useful feedback and recommendations to enhance our Governance and compliance processes and systems.

During 2025 Women's Aid completed a compliance report in accordance with the **Charities Regulator Governance Code**, with which the company is compliant. The company also publicly commits to and adheres to the **Guiding Principles of Fundraising for Charities**. During 2025 Women's Aid was also awarded the **Triple Lock Standard** by the Charities Institute Ireland. The triple Lock Standard is awarded to charities that uphold the highest standards in transparent reporting, ethical fundraising, and strong governance structures. This recognition is the gold standard for Irish charities to offer assurances to donors, members, and the public.

The Board conducted an annual review of the company Risk Register, as a 'living document', with support from the executive and updated it to reflect the changing levels and types of risk the organisation faced in 2025. Please see the section on Risk Register below for additional information.

A strategic 'away day' for the Board and the Senior Management Team was held in October 2025 to ensure connectivity and congruence between the Board and executive in delivery of the strategy.

Finally, Women's Aid is proud to have received the **Good Governance Award** in 2025 for our Annual Impact Report in the category for organisations with an annual turnover between €2.5 million and €10 million. The judges praised the clear use of visuals to illustrate strategic pillars and priorities, noting that our 2024 impact report was particularly strong and well-presented. The Good Governance Awards recognise excellence in annual reports, focusing on how organisations demonstrate transparency and adherence to best governance practices.

## 2. Financial Review

### Financial Results

The 2025 financial results are set out in detail on pages 64-67 of our financial statements. The surplus for 2025 amounted to **€458,507**. (2024 surplus: €166,063)

### Income

In 2025, total income has increased by 10.83% to **€5,379,794**. (2024 income: €4,854,268). This increase is mainly due to:

1. Increased statutory funding. In 2025 statutory funding increased by 13.31% to €1,923,345. (2024: €1,697,401)
2. An 8.34% increase in fundraising income. (2025: €2,717,264 and 2024: €2,508,512) Legacy income showed substantial growth in 2025. (2025: €371,844 and 2024: €29,500)
3. A very significant increase in income earned from donated goods, facilities and services which amounts to €539,959 in 2025. (2024: €244,501).

### Charity Shop

In September 2025, our Charity Shop in Dundrum ceased trading permanently. The lease expired in September 2025 and was not renewed as the landlord was selling the building. After a detailed viability review, the Board concluded that it would not be viable to open new Charity Shop in an alternative location. The lost income is to be generated through alternative fundraising initiatives.

### Training and Development

In 2025 our Training and Development Income totalled €72,454. (2024: €212,714) Our Training and Development department offers a range of specialist courses designed to enhance understanding of

# **WOMEN'S AID COMPANY LIMITED BY GUARANTEE**

## **DIRECTORS' REPORT**

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domestic abuse. In 2025, in line with their business plan, the Training and Development team prioritised the development of new e learning modules and onboarding a new digital platform to further enhance their training offer.

Income in the financial statements is categorised as restricted income or unrestricted income. Please refer to Note 2 of the financial statements for a more detailed information on income classification.

#### **Expenditure**

Total investment on fundraising and charitable activities in 2025 was **€4,921,287**. (2024: **€4,688,205**) This represents an expenditure increase of **€233,082** or 4.97% year on year. This movement in costs is primarily due to:

1. An increase in employee costs amounting to €258,529. These costs are allocated to charitable activities, fundraising, and support. Employee costs and remuneration are discussed further on in this report.
2. Increased investment in fundraising direct costs totalling €40,744. This is in line with our five-year fundraising strategy. These increased costs relate primarily to continued investment in our Regular Giving recruitment campaign to grow regular donors as well as increased investment in our Digital Fundraising campaigns.
3. Direct expenditure on our charitable activities is €80,301 lower in 2025 than 2024. This is primarily because there were one off costs in 2024 relating to three research projects as well as one off evaluation costs for the Maternity Outreach and High-Risk Support Projects.
4. The External Emergency Fund for Women and Children did not run in 2025 resulting in an expenditure decrease of €300,000. However, this decrease is offset by increased expenditure of €295,458 due to an increase in donated goods and services which we are obliged to reflect as costs in our accounts in line with SORP FRS102 reporting requirements.

#### **Support Costs**

Support costs are the costs that support the work of Women's Aid but do not directly undertake charitable activities. These costs include employee and associated costs relating to IT, human resources, finance, governance, facilities, and other central functions. These services are essential as they support of Women's Aid in achieving its charitable objectives. Total support costs for the year amounted to €660,551 (2024: €571,185). The increase in costs was due to investments in the staff team working in our Business Support and Finance function, further investments in our IT infrastructure, and in addition there were donated services and facilities which we are obliged to reflect in our accounts as expenditure as noted above.

#### **Sources of Funding**

Women's Aid received less than 50% of statutory funding for running costs in 2025.

Income from statutory sources during 2025 provided vital support to the organisation in the delivery of frontline services, training delivery and strategic public awareness raising. Some **35.75%** of income recognised in 2025 was funded by statutory sources. (2024: 34.97%) Statutory funding accounted for **39%** of expenditure in 2025. (2024: 36.21%)

The balance of 2025 expenditure (61% of costs) was sourced through fundraising donations and non-statutory grants, training income, and charity shop income. To ensure future sustainability, the organisation works continuously to diversify its revenue streams.

# **WOMEN'S AID COMPANY LIMITED BY GUARANTEE**

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#### **Reserves Policy**

Women's Aid has a reserves policy to ensure that the organisation's critical services could continue during unexpected or challenging economic times. Reserves are needed to bridge any gaps between income and expenditure; to mitigate against any delays or unplanned cessation in public funding. Reserves also enable the organisation to be in a position to take advantage of unexpected opportunities which are in line with our current strategy and consider the cost of making employees redundant.

The organisation seeks to maintain an amount equivalent to a minimum of six months operating costs. The reserves policy provides essential accountability to the clients we serve, our public supporters and other stakeholders, and assures them that the organisation's activities are sustainable.

The Finance, Audit and HR Committee review the levels and adequacy of reserves as part of the annual budget process. They also consider the demand for our services, the current economic situation and other environmental factors that may impact the future funding of Women's Aid. This review has been submitted to the Board for approval. The Board is satisfied that Women's Aid is reasonably placed to meet its ongoing obligations and that our level of reserves is satisfactory. In 2025, Women's Aid launched its new five-year strategy; our current level of reserves will allow expenditure on various planned projects and initiatives under this strategy.

The organisation has budgeted for a deficit in 2026. The current level of reserves will enable Women's Aid to continue to deliver critical services, consolidate and develop our work in line with our new strategy and cope with any unexpected circumstances.

#### **Reserves 2025**

The total available reserves as of 31 December 2025 are **€6,089,156**. (2024: €5,630,649)

- Of this, €94,242 (2024: €3,569) was held in restricted funds, as the funds were donated for a specific purpose.
- €340,942 (2024 €1,362,667) are held in general unrestricted funds. Unrestricted funds are available to spend on activities that further any of the purposes of the organisation.
- €5,653,972 (2024: €4,264,413) are held in designated funds. These funds are designated to various projects and initiatives outlined in detail on pages 40 and 41 and in note 25 of the Financial Statements.

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In 2025, expenditure funded by designated reserves is broken down as follows:

| Expenditure                                                                                                                | Total            |
|----------------------------------------------------------------------------------------------------------------------------|------------------|
| HR system                                                                                                                  | € 2,796          |
| Maintenance Head Office and Charity Shop                                                                                   | € 1,510          |
| Strategic Planning - including Board evaluation, Senior Leadership Team & Board Away Day, and new Strategic Plan 2025-2029 | € 28,050         |
| Internal Emergency Fund for Women and Children 2025                                                                        | € 66,065         |
| Too Into You Project                                                                                                       | € 80,611         |
| Research - 'Custody and access / Family Law'                                                                               | € 32,869         |
| Zero Tolerance Costs                                                                                                       | € 3,853          |
| Counselling project - Services                                                                                             | € 3,390          |
| Salaries - 2 Employer Engagement Trainers & 1 Health Trainer                                                               | € 157,951        |
| E Learning module development - Training & Development                                                                     | € 40,000         |
| Strategic Communications consulting and salary costs                                                                       | € 69,631         |
| Women's Aid 50th Anniversary Event                                                                                         | € 7,435          |
| <b>TOTAL Expenditure funded by Designated reserves 2025</b>                                                                | <b>€ 494,161</b> |

**Table 20 Activities funded by designated reserves**

**Designated Reserves at Year End 2025**

The board have reviewed and approved designated reserves totalling **€5,653,972** (2024: €4,264,413) for the purposes set out in the table below.

This includes an approved transfer from unrestricted reserves to designated reserves totalling **€1,883,720**. (2024: €671,213). This increase in designated reserves is to ensure funds are ringfenced for planned initiatives in line with our new strategic plan.

€2,729,000 of our designated funds are ringfenced for 6 months operating costs in case of closure. (2024: €2,463,000).

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| Designated purpose                                             | Description                                                                                                                                                                                                                                                                     | Total      |
|----------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|
| 6 months operational costs plus costs of closure               | To ensure Women's Aid's core charitable activities could continue during a period of unforeseen difficulty. Women's Aid has an operating reserves policy of 6 months operating costs which includes employee redundancy costs.                                                  | €2,729,000 |
| HR system                                                      | Subscription costs for HR software to support our growing team with time on/off management and our HR function                                                                                                                                                                  | €3,726     |
| Maintenance of Women's Aid Head Office                         | To ensure our listed building is fit for purpose to facilitate essential service delivery                                                                                                                                                                                       | €53,490    |
| Strategic Planning                                             | To fund the annual strategic 'away day' for the Board and the Senior Leadership Team which ensures connectivity and congruence between the Board and SLT in delivery of the new Women's Aid 2025-2029 strategy.                                                                 | €11,000    |
| Internal Emergency Fund for Women and Children 2026-2028       | Providing direct, practical assistance to women and their children accessing Women's Aid direct services, for disbursement over three years.                                                                                                                                    | €330,000   |
| Too Into You Project costs 2026-2027                           | To support the dedicated work to raise awareness and offer support to young women (18-25s) subjected to or at risk of intimate relationship abuse.                                                                                                                              | €216,093   |
| Survivor Engagement Programme 2026-2027                        | A Strategic Communications initiative to create a framework for engagement with survivors, to empower them to collectively identify themes for social change they wish to express and support the development of a formal 'manifesto' to give expression to their voices.       | €164,967   |
| Zero Tolerance Fund                                            | Funds designated to collaboratively progress prevention activities targeted at positively contributing to zero tolerance for DSGBV. Activities including but not restricted to engaging men and boys as allies; addressing the harms of pornography.                            | €113,077   |
| Counselling project - Services                                 | To resource and offer counselling support to Women's Aid direct services users (at the point of case closure with Women's Aid direct services) to further support trauma healing.                                                                                               | €39,550    |
| Salaries Training and Development 2026-2027                    | The designated sum includes salary funding for 3 trainers for two years. It includes one Health Trainer and two trainers for the Employer Engagement project (EEP). The EEP helps employers to increase workplace supports to victims and survivors of domestic abuse.          | €367,212   |
| E Learning - Training & Development                            | To fund the development of a legal eLearning module designed to inform those who have a role in supporting survivors to navigate the Irish civil and criminal justice system. Also funds the development of micro eLearning modules on the harms of pornography and disability. | €20,000    |
| Strategic Communications consulting and salary costs 2026-2027 | Designated to non-statutory funded salary and policy consultancy costs for our Strategic Communications department.                                                                                                                                                             | €152,149   |

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|                                                                                  |                                                                                                                                                                                                     |                   |
|----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|
| Homeless Project 2026 - Services                                                 | Funds ringfenced to explore a new co-operative project to improve supports to women subject to domestic abuse, who are in homeless services.                                                        | €55,494           |
| External Emergency Fund for Women and Children 2026                              | Emergency funds to directly benefit women and children nationally via a scheme, offered through a formal process, to qualifying local specialist domestic violence services throughout the country. | €450,000          |
| Team Leader Services and Financial Accountant- 3-year salary costs from mid-2026 | 3-year funding for two new full-time roles to support with the growth and development of the organisation in line with our new strategic plan 2025-2029.                                            | €438,214          |
| Strategic Research Fund                                                          | This fund will give us scope to consider and undertake a range of research projects in the coming years.                                                                                            | €200,000          |
| Strategic Communications campaign - Coercive Control                             | To produce and disseminate information resources such as video and infographics including survivor voices to enhance public understanding of what coercive control is and who it impacts.           | €160,000          |
| Collaborative training project with Disabled Women Ireland                       | To fund one of the recommendations from our Disabled Women & IPA research to create a 'cross training' project.                                                                                     | €150,000          |
| <b>TOTAL Designated Reserves</b>                                                 |                                                                                                                                                                                                     | <b>€5,653,972</b> |

**Table 21 Designated Reserves at Year End 2025**

### Dividends and Retention

The company is precluded by its Constitution from paying dividends either as part of normal operations or on distribution of its assets in the event of a winding up.

### Financial Events

The Directors report the following financial events during the year.

The financial results for the year ended 31<sup>st</sup> December 2025 are shown in the Statement of Financial Activities on page 64 and are considered satisfactory by the Board.

### Going Concern

After making appropriate enquiries through a preliminary assessment of Going Concern and review of the 2025 Statement of Financial Activities and Balance Sheet which was prepared by the Financial Controller and reviewed by the Chief Executive Officer and the Finance, Audit and HR Committee of the Board, the Directors have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies in note 1 on the financial statements.

### Accounting Records

The Directors have taken the following measures to secure compliance with the requirements of sections 281 to 285 of the Companies Act 2014, with regard to the keeping of accounting records: the employment of appropriately qualified accounting personnel and the maintenance of computerised accounting systems. The company's accounting records are maintained at the registered office at Women's Aid, 5 Wilton Place, Dublin 2 DO2 RR27.

# WOMEN'S AID COMPANY LIMITED BY GUARANTEE

## DIRECTORS' REPORT

### FOR YEAR ENDED 31 DECEMBER 2025

#### Budget Controls

A detailed annual budget is prepared in line with the organisation's strategic planning priorities and is initially reviewed by the Finance, Audit and HR Committee and subsequently by the Board who approve it. Actual results and outcomes are compared against the budget to ensure alignment with the plan, and to maintain tight budgetary control and value for money.

#### Structure, Governance and Management

##### Organisational Structure

The company is registered as a company limited by guarantee not having a share capital under Part 18 of the Companies Act 2014. Its company registration number is 58035. The objectives of the company are charitable in nature with established charitable status under Registered Charity Number 20012045, CHY 6491.

The principal object of the company is to provide information, support and services for women who are subjected to domestic violence, and to contribute to the prevention of domestic violence and abuse in Ireland. Every member of the company undertakes to contribute to the assets of the company, in the event of the same being wound up while a member or within one year of ceasing to be a member, for the payments of the debts and liabilities of the company contracted for before they ceased to be a member and of the costs, charges, and expenses of winding up, and for the adjustments of the rights of the contributors among themselves, such amount as may be required not exceeding €1.

##### Staffing, Volunteers and Board of Trustees

Women's Aid is governed by a voluntary Board of Trustees. The staff team, to whom the Board delegates operational responsibilities, comprises the CEO, department heads, middle management, employees in specific roles and trained volunteers. The departments, and related staffing levels during 2025 are laid out in the table below.

Total number of active employees as of December 31st, 2025: **59**

| Department                  | Staff Count | FTE   | Role summary                                                                                                                                                                    |
|-----------------------------|-------------|-------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| CEO/Business Support        | 3           | 2.6   | CEO, Business Support Manager, Business Support Administrator part-time, 2 reception staff CE Scheme (not on headcount)                                                         |
| Finance                     | 3           | 2.31  | Financial Controller, 2 Finance Assistants part-time                                                                                                                            |
| Fundraising                 | 6.5         | 6.19  | Head of Fundraising & Strategic Communications (oversight of 2 departments), Fundraising Manager, 3 Fundraising Project Leaders (1 part-time), 2 Fundraising Data Executives    |
| Strategic Communications    | 2.5         | 2.5   | Head of Fundraising & Strategic Communications (oversight of 2 departments), Administrator (80% Strategic Communications, 20% Too into You), Communications Officer             |
| Too Into You                | 3           | 2.6   | Coordinator, Officer, Project Leader (part-time) and 15 volunteers (not in headcount)                                                                                           |
| National Freephone Helpline | 19          | 11.46 | Head of Helpline, Volunteer Coordinator, 9 Support Workers (8 part-time), 7 Panel (relief) Support Workers part-time, Administrator part-time. 13 Volunteers (not in headcount) |

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|                           |           |              |                                                                                                                                                                     |
|---------------------------|-----------|--------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| High-Risk Support Project | 5         | 5            | Coordinator, Administrator, 3 HRSP Regional Project Leaders.                                                                                                        |
| Services                  | 10        | 9            | Head of Services, Outreach workers x 4 (1 part-time), DAIS Support Worker part-time, Floating Support Worker, Administrator part-time, 2 Maternity Outreach Workers |
| Training and Development  | 7         | 6.8          | Head of Training and Development; Administrator part-time, 4 Trainers, Training Officer                                                                             |
| <b>Total</b>              | <b>59</b> | <b>48.46</b> |                                                                                                                                                                     |

**Table 22 Total number of active employees as of December 31st**

**Staff Whole Time Equivalent:** Several staff are employed on part-time contracts and the whole time equivalent as at 31 December 2025 is **48.46**.

**The outstanding Volunteer contribution to the work of Women's Aid during 2025 was:**

- Number of volunteers during 2025: 31 (13 National Helpline, 15 with the Too Into You project and 3 Charity Shop volunteers over the course of the year)
- Total Hours contributed: **2181.5**
- Equivalent full days donated: **311.5**

|                                  | <b>2025</b>    | <b>2024</b>    | <b>2023</b>  | <b>2022</b>  | <b>2021</b>    |
|----------------------------------|----------------|----------------|--------------|--------------|----------------|
| 24hr National Freephone Helpline | 1,563.5        | 2,070.5        | 2,120        | 1,724        | 1,622.5        |
| Dundrum Charity Shop*            | 348            | 588            | 808          | 546          | 798            |
| Too Into You Project             | 270            | 213            |              |              |                |
| <b>Total</b>                     | <b>2,181.5</b> | <b>2,871.5</b> | <b>2,928</b> | <b>2,270</b> | <b>2,420.5</b> |

**Table 23 Volunteer Hours in 2025**

\* Charity Shop closed in September 2025

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#### Employee Remuneration and Remuneration Policy

Numbers of employees in receipt of in excess of €60,000 per annum during 2025:

| Salary Band        | 2025      |
|--------------------|-----------|
| €60,000 - €70,000  | 4         |
| €70,001 - €80,000  | 4         |
| €80,001 - €90,000  | 1         |
| €90,001 - €100,000 | 0         |
| €100,001-€110,000  | 0         |
| €110,001-€120,000  | 1         |
|                    | <b>10</b> |

The Board manages employee remuneration based on annual reviews of affordability and sustainability. In 2023, following the contracting of an independent consultant to comprehensively review organisational remuneration, the Board adopted a remuneration policy and revised pay bands for all roles employed in the organisation. A remuneration pay band and policy review has been contracted for Q2 2026, in line with policy requirements.

Women's Aid is a service organisation. Our charitable activities along with fundraising and support activities are driven by our specialist, dedicated and professional employees. As we continue to invest in our employees, total employee costs increased to **€3,033,720** in 2025. (2024: **€2,775,191**) For a breakdown of these costs, please refer to note 9 of the Financial Statements.

Salaries, employer PRSI and pension costs in 2025 are **€2,969,978**. (2024: **€2,692,171**). This represents an increase of €277,807 or 10.32% in 2025.

This increase is explained by a combination of factors. In December 2025, there was a 5.34% salary increase granted to employees in line with our remuneration policy. This % increase was backdated in increments to October 2024.

There also was a redundancy payment for 3 employees in 2025 due to the closure of our Charity Shop. In addition, occupational pension costs have increased by 31% as we have been encouraging our employees to join the occupational pension scheme due to the imminent implementation of Auto-Enrolment in 2026.

#### Pension

The company offers a contributory pension to all employees of up to 7% of salary annually. Pension costs for 2025 total **€95,772**. (2024: €72,900)

#### Death in Service Benefit

The company offers a Death in Service benefit to all employees to the value of two years' salary.

# WOMEN'S AID COMPANY LIMITED BY GUARANTEE

## DIRECTORS' REPORT

### FOR YEAR ENDED 31 DECEMBER 2025

#### Directors of the Company

The Directors who served during the financial year 2025 were:

1. Ailbhe Smyth (Chairperson)
2. Rosaleen McDonagh (resigned 04/02/2025)
3. Suzanne Handley (Treasurer)
4. Salome Mbugua Henry (resigned 24/02/2025)
5. Golda Hession
6. Martina Quinn
7. Lucy Maguire
8. Megan Conway (British)
9. Patricia Acom (Ugandan) (Joined 17/09/2025)
10. Sunniva Finlay (Joined 17/09/2025)
11. Brian Killoran (Joined 15/10/2025)

Full biographical details for the Board can be found at: [Our people - Women's Aid \(womensaid.ie\)](https://www.womensaid.ie)

The Company Secretary is currently Caoimhe Lynch (Appointed 19/06/2024).

The Board met on Nine (9) occasions in 2025 for ordinary meetings. The Annual General Meeting was additionally held in June 2025. In addition, the Board participated in a 1.5 day residential Strategic Planning meeting with Senior Leadership in October 2025.

#### Board Meeting Attendance 2025

| Name                              | Jan<br>(15/01) | Feb<br>(19/02) | Mar<br>(19/03) | April<br>(16/04) | May<br>(21/05) | June<br>(18/06) | Sept<br>(17/09) | Oct<br>(15/10) | Dec<br>(10/12) | Total | % total<br>meetings<br>attended | 2025<br>AGM<br>(18/06) |
|-----------------------------------|----------------|----------------|----------------|------------------|----------------|-----------------|-----------------|----------------|----------------|-------|---------------------------------|------------------------|
| Ailbhe Smyth<br>(Chair)           | Y              | Y              | Y              | Y                | Y              | Y               | Y               | Y              | Y              | 9     | 100%                            | Y                      |
| Golda<br>Hession                  | Y              | Y              | Y              | N                | Y              | Y               | Y               | Y              | Y              | 8     | 89%                             | Y                      |
| Lucy Maguire                      | Y              | Y              | Y              | Y                | Y              | Y               | Y               | Y              | Y              | 9     | 100%                            | N                      |
| Martina Quinn                     | Y              | Y              | Y              | Y                | N              | N               | N               | Y              | Y              | 6     | 67%                             | N                      |
| Megan<br>Conway                   | Y              | Y              | N              | Y                | Y              | Y               | N               | N              | N              | 5     | 56%                             | Y                      |
| Rosaleen<br>McDonagh              | Y              |                |                |                  |                |                 |                 |                |                | 1     | 100%                            |                        |
| Salome<br>Mbugua<br>Henry         | Y              | Y              |                |                  |                |                 |                 |                |                | 2     | 100%                            |                        |
| Suzanne<br>Handley<br>(Treasurer) | Y              | Y              | Y              | Y                | Y              | Y               | N               | N              | Y              | 7     | 78%                             | Y                      |
| Sunniva<br>Finlay                 |                |                |                |                  |                |                 | Y               | N              | Y              | 2     | 67%                             |                        |
| Patricia Acom                     |                |                |                |                  |                |                 | Y               | Y              | N              | 2     | 67%                             |                        |
| Brian Killoran                    |                |                |                |                  |                |                 |                 | Y              | Y              | 2     | 100%                            |                        |

**Table 24 Board Meeting Attendance 2025**

# WOMEN'S AID COMPANY LIMITED BY GUARANTEE

## DIRECTORS' REPORT

### FOR YEAR ENDED 31 DECEMBER 2025

#### Board Committees

There are three Committees which support the Board in exercising its duties.

#### Finance, Audit and HR Committee of the Board

**Purpose:** The purpose of the Finance, Audit and Risk Committee (FAHRC) is to oversee, on behalf of the Board, the integrity of the financial reporting controls and procedures implemented by management, in order to protect the interests of its stakeholders. This committee is also responsible to the Board for ensuring that an effective Human Resource Management System is in place (which includes compliance with legislation).

**Membership:** This committee shall be appointed by the Board and will normally consist of at least two Directors: The Treasurer and one other board member. Alternates are not permitted. At least one member of the Committee should have recent and relevant experience in financial matters. In line with best practice the Board Chairperson can attend but is not a member of this committee.

FAHRC members and its Chairperson shall be appointed by the Board Chairperson for a period of two years.

The FAHRC reports to the Board. It also provides the communication link between the company and the external auditor.

Full terms of reference for the Finance, Audit and HR Committee can be found here: [\(download Terms of Reference\)](#).

The Committee met **five times** during 2025 and engaged in regular updates and work progress between meetings in conjunction with the CEO. The Chairperson of the Board attended two meetings. On three occasions the Financial Controller attended the Committee meetings by invitation, the Head of Strategic Communications and Fundraising was invited to attend two meetings, the Fundraising Manager attended one meeting and in April the Committee met with the Independent Auditors. On several occasions where a committee member was unable to attend a scheduled meeting, their input on matters of important was sought bilaterally to ensure their views were contributed.

The members of the FAHRC in 2025 were: Martina Quinn (Chairperson), Suzanne Handley (Treasurer), and Lucy Maguire.

| Name                             | Feb<br>(11/02) | May<br>(08/05) | June<br>(10/06) | Sept<br>(18/09) | Nov<br>(07/11) | Total /<br>5 |
|----------------------------------|----------------|----------------|-----------------|-----------------|----------------|--------------|
| Ailbhe Smyth (Attendee)          | N              | Y              | Y               | N               | N              | 2            |
| Martina Quinn (Chair)            | Y              | Y              | Y               | Y               | Y              | 5            |
| Sarah Benson (Attendee)          | Y              | Y              | Y               | Y               | Y              | 5            |
| Lucy Maguire                     | Y              | N              | Y               | N               | Y              | 3            |
| Suzanne Handley                  | Y              | Y              | Y               | Y               | Y              | 5            |
| Mari McCafferty<br>(Attendee)    | Y              | Y              | Y               |                 | Y              | 4            |
| Christina Sherlock<br>(Attendee) |                |                | Y               |                 | Y              | 2            |
| Emily Glen (Attendee)            |                |                |                 |                 | Y              | 1            |

**Table 25 Finance, Audit & HR Committee Meeting Attendance 2025**

# WOMEN'S AID COMPANY LIMITED BY GUARANTEE

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#### Governance and Risk Committee of the Board

**Purpose:** The principal objective of the Governance & Risk Committee is to ensure good corporate governance and, in particular, to ensuring ongoing compliance with the Charities Regulator's Charities Governance Code. In addition, the purpose of the Committee is to ensure that there is a robust and effective process for evaluating and mitigating Risk, and to oversee the performance of the Board, Board Committees and individual Directors; to ensure a process for Board succession planning and, to ensure that the Board fulfils its functional responsibilities

**Membership:** The Committee shall be appointed by the Board of Directors and will consist of a minimum of 2 Directors, consisting of individuals who have skills and experience relevant to the work of the committee. Alternates are not permitted. The Chairperson of the Women's Aid Board is eligible for Membership but shall not act as Chairperson of the Governance Committee.

Other members of the Board, Executive or individuals with relevant experience may be coopted to the Committee as members at the discretion of the Board. Governance & Risk Committee Members and its Secretary and Chairperson shall be appointed by the Board Chairperson for a period of 2 years. Full Terms of Reference for the Governance and Risk Committee can be found here : [\(download Terms of Reference\)](#).

The Committee met four (4) times during 2025 and engaged in regular updates and work progress between meetings in conjunction with the CEO. The Head of Strategic Communications joined one meeting, and Carmicheal consultant Liam Scollan joined one meeting.

The Governance and Risk Committee members in 2025 were: Golda Hession (Chairperson), Rosaleen McDonagh (resigned Feb 2025), Megan Conway, and Suzanne Handley (joined March 2025).

| Name                             | Feb<br>(24/02) | May<br>(12/05) | Sept<br>(08/09) <sup>9</sup> | Oct<br>(06/10) | Dec<br>(02/12) | Total<br>/ 4 |
|----------------------------------|----------------|----------------|------------------------------|----------------|----------------|--------------|
| Golda Hession (Chair)            | Y              | Y              | N                            | Y              | N              | 2            |
| Megan Conway                     | Y              | Y              | Y                            | Y              | Y              | 4            |
| Sarah Benson (Attendee)          | Y              | Y              | Y                            | Y              | Y              | 4            |
| Suzanne Handley                  | N              | Y              | N                            | Y              | Y              | 3            |
| Liam Scollan (Attendee)          | Y              |                |                              |                |                | 1            |
| Christina Sherlock<br>(Attendee) |                |                |                              |                | Y              | 1            |

**Table 26 Governance & Risk Committee Attendance 2025**

#### Strategic Planning Committee of the Board

**Purpose:** The purpose of the Strategic Planning Committee is to:

- Oversee the development, implementation, and evaluation of three to five-year strategic plans for Women's Aid.
- Oversee the development, implementation, and evaluation of an annual organisational plan to ensure that Women's Aid has the appropriate structures, systems, staffing, and skills to enable

<sup>9</sup> The September meeting was not quorate, but it was agreed to proceed and for the CEO to contact other Committee members to seek written confirmation of their views on agenda items for the record, and to progress matters requiring attending and or recommendation to the Board.

# WOMEN'S AID COMPANY LIMITED BY GUARANTEE

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it to deliver on its mission, and to meet its strategic goals (per the strategic plan) and comply with statutory requirements and obligations.

- Oversee the preparations for annual Board and SLT strategic meetings.
- Assist and advise the Executive on the development of any new services that the Board has agreed that Women's Aid will provide, as required.

**Membership:** The Committee shall be appointed by the Board of Directors and will consist of a minimum of 1 Director and the CEO but will normally consist of 2 Directors, the CEO, and a member of the Senior Leadership Team. Membership will consist of individuals who have skills and experience relevant to the work of the committee. Alternates are not permitted. At least one member of the Committee shall have recent and relevant experience in strategy and strategic planning matters.

The Chairperson of the Women's Aid Board is eligible for Membership but shall not act as Chairperson of the Governance Committee. Other members of the Board, Executive or individuals with relevant experience may be co-opted to the Committee as members at the discretion of the Board. The Strategic Planning Committee Members and its Secretary and Chairperson shall be appointed by the Board Chairperson for a period of 2 years.

Strategic Planning Committee Members in 2025 were: Salome Mbugua (Chairperson, resigned February 2025), Ailbhe Smyth,) Sarah Benson, Megan Conway, and Christina Sherlock.

There were two (2) meetings of the Strategic Planning Committee in 2025. External Consultant Fiona Barry attended one meeting, and facilitator Eleanor McClorey attended one meeting.

| Name                        | 20/01/2025 | 03/10/2025 | Total / 2 |
|-----------------------------|------------|------------|-----------|
| Ailbhe Smyth (Chair)        | Y          | Y          | 2         |
| Salome Mbugua Henry         | Y          |            | 1         |
| Sarah Benson                | Y          | Y          | 2         |
| Christina Sherlock          | Y          | Y          | 2         |
| Megan Conway                | Y          | N          | 1         |
| Fiona Barry (Attendee)      | Y          |            | 1         |
| Eleanor McClorey (Attendee) |            | Y          | 1         |

**Table 27 Strategic Planning Committee Attendance 2025**

#### Method of Appointment or Election of Directors

The management of the company is the responsibility of the Trustees who are elected and co-opted under the terms of the Constitution and the Board Governance Handbook. The Governance and Risk Committee is delegated responsibility, in conjunction with the Chairperson, to select and recruit new Board members, in accordance with the Committee Terms of Reference.

Once appointed, a comprehensive induction is in place to support new Trustees in relation to clarity and understanding of their governance obligations and to meet with the CEO, all Heads of Departments, and the Financial Controller, to attain a detailed overview of the organisation's operations.

# **WOMEN'S AID COMPANY LIMITED BY GUARANTEE**

## **DIRECTORS' REPORT**

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#### **Terms of Office for Board Members.**

In addition to the rotation of Board membership, procedures for which are set out in the Women's Aid Constitution, the terms of office for Board members are as follows in the approved Board Governance Document:

- A Board member, when elected, is appointed for a fixed term of three years.
- Board members may seek additional terms, to a maximum of three consecutive terms.
- Reappointment is not automatic and will be by election at the AGM in accordance with the Constitution.
- A Board Member may be removed by a majority decision of the Board of Trustees where the Board is of the view that either;
  - they are in breach of Women's Aid 'Code of Conduct' outlined in the Governance Handbook, or
  - that their actions are inconsistent with the legal and regulatory duties and obligations required of the role.

#### **Integrity, Conflicts of Interest and Loyalty**

All Board Members have a legal duty to act in the best interests of Women's Aid, to safeguard its assets and reputation, and to act honestly and responsibly in discharging their role as Trustees. Every member of the Board has an obligation to avoid conflicts of interest. Our policy on 'Conflicts of Interest and Loyalty' along with the policy on 'Gifts for Board Members' clearly outline the standard of behaviour expected of our Trustees.

#### **Decisions Taken Where a Board Member Has an Interest**

A Board Member who has any conflict of interest or potential conflict of interest relating to a matter upon which a decision is being taken by the Board may not be counted in the quorum for the meeting at which the matter is considered, should absent themselves from that vote and should not lobby any Board Members in respect of any related proposal.

In the event of the Board having to decide upon a question in which a Board Member has an interest, all decisions will be made by vote, with a simple majority required. A quorum must be present for the discussion and decision; interested parties will not be counted when deciding whether the meeting is quorate. Interested Board Members may not vote on matters affecting their own interests.

All decisions under a conflict of interest will be recorded by the minute taker and reported in the minutes of the meeting. The report will record:

- The nature and extent of the conflict.
- An outline of the discussion.
- The actions taken to manage the conflict.

The relevant extract from the Board minutes will also be recorded in the Register of Trustees' Interests. All members of the Board should declare any matter that could affect their impartiality or that could be reasonably perceived as affecting their impartiality. Where a Board Member benefits from the decision, this will be reported in the Annual Report and accounts. All payments or benefits in kind to Board Members will be reported in the organisation's accounts and annual report, with amounts for each Board Member listed for the year in question.

#### **Delegated Authority**

The responsibilities of the Board and delegated authority by the Board to the CEO are clearly set out in the Board Governance document, and in the Financial Procedures of the Organisation.

# **WOMEN'S AID COMPANY LIMITED BY GUARANTEE**

## **DIRECTORS' REPORT**

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#### **Risk Management**

##### **Principal Risks and Uncertainties**

Like many other Community and Voluntary organisations in Ireland, Women's Aid continues to face a number of risks and uncertainties which have the potential to impact on our ability to deliver our mission. In 2025 work to address these risks and uncertainties continued to dominate the agendas of the regular Board and Senior Leadership Team meetings.

The year 2025 was a year of continuing developmental growth for the organisation, progressing into a period of consolidation and a focus on sustainability over the coming years, dictated by our new strategy for 2025-2029. Against a backdrop of global uncertainties; continuing wars in Ukraine, African nations and the Middle East and a domestic housing crisis; the organisation is cognisant of the impacts on both donors and service users alike. We continue to take a prudent approach to investment and phased development, sustaining key funder relationships and strategic piloting and evaluation of any new service initiatives to maximise opportunities for sustainable growth and stability.

At a financial level, Women's Aid manage these risks and uncertainties through enhanced donor engagement, investment in increased fundraising activities including the current delivery of a five-year fundraising strategy (2023-2027) and regular revision of our budget, based on up-to-date information.

Further detail on the company's approach to risk management is detailed below.

##### **Risk Management Systems**

Risk management is key to good governance and Women's Aid recognises how crucial a strong risk management framework is in meeting our objectives. The Board of Women's Aid is committed to managing and mitigating risks that occur in the day-to-day business operations of Women's Aid. The Board have endeavoured to achieve this through the development of a Risk Management Policy and framework for implementation.

The Risk Management Policy of Women's Aid is to adopt best practice in the identification, assessment and control of risks that threaten the Organisation's ability to achieve its objectives, ensuring that they are eliminated or managed to an acceptable level. Understanding our risks enables Women's Aid to make informed decisions and ultimately create added value for our organisation. Risk occurs in all areas of Women's Aid activities, with responsibility for its management lying with the Board, Senior Leadership Team (SLT), employees, and volunteers.

The Trustees have assessed the significant risks to which the company is exposed, in particular those related to the operations and finances of the company and are satisfied that systems and procedures are in place to mitigate its exposure to these significant risks.

##### **Assessment of Risks and Mitigating Control Measures**

A comprehensive risk register supported by a Risk Register Policy is in place detailing primary risks and mitigations. This is a 'living document.' Risks are scored based on potential impact, likelihood, and extent of mitigation measures in place, and categorised under the following nine headings:

1. Strategic Direction and Leadership
2. Governance Oversight
3. Financial
4. Human Resources
5. Service Operations and Service Users
6. Technological
7. Physical

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- 8. Reputational
- 9. External

During 2025, all risks were reviewed sequentially by the SLT, with the Business Support Manager, and subsequently by the Governance & Risk Committee and finally the Board to ensure that consideration and management of risk remains a dynamic iterative process.

Women's Aid measures the effectiveness of our controls through a dual scoring system. Using the common approach of "Likelihood x Impact," we measure this score prior to implementation of mitigating control measures (Inherent Risk Score) and post implementation of mitigating control measures (Residual Risk Score). This approach allows us to fully assess the efficacy of our controls and allows for a dynamic approach to risk management.

To accurately assess the impact of a potential mitigating control measure on the Inherent Risk score of a risk, control measures are categorised\* into Preventative (P), Detective (D) and / or Corrective (C). Based on the strength of the relevant control measure, the Residual Risk score results.

**Preventative (P)** - Preventative controls aim to prevent the occurrence of an error in a process and includes the maker-checker concept and authorisations. For example, to prevent the purchase of unauthorised fixed assets, the SLT have built preventive controls in the form of an Approval Matrix for fixed asset purchases.

**Detective (D)** - Errors in a process need to be detected to ensure corrective measures are taken to minimise the impact on the whole process or activity. Detective controls should aim to detect errors in a timely manner. If the errors are not detected in a timely manner, the effectiveness of detective controls would be marked as ineffective. A strong internal control system always considers the implementation of effective detective controls.

**Corrective (C)** - Corrective controls are designed to correct the errors and irregularities and ensure that similar errors are not repeated once they are discovered. Corrective controls are built in the form of procedures and manuals for the reference of the employees. Some controls are built into the system, which automatically corrects the errors or prevents the occurrence of errors.

*\*It is important to note that any one control can be categorised into multiple of the above categories. For example, a control may be preventative but also corrective.*

**Risk Appetite:** The Board of Women's Aid approves the risk profile of the Organisation together with the types of risks that they deem acceptable. Women's Aid utilise several reporting and risk management processes to ensure that we operate to the highest standards. Women's Aid has a Risk Appetite Statement in place which captures all risk that threatens the Organisation's ability to achieve its goals and includes plans for addressing those risks. This includes a Risk Register identifying and prioritising risks.

# WOMEN'S AID COMPANY LIMITED BY GUARANTEE

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#### Top Risks in Women's Aid 2025

1. Broader societal / public policy conditions not supportive to Women's Aid (WA) core values & agenda (e.g. Rising levels of misogyny, acceptance of gender inequality, growing individualism).
2. Turbulent economic and political environment.
3. Women's Aid does not develop or enhance partner relationships and / or resources that make delivery of our Strategic Plan possible.
4. Termination or reduction in statutory funding.
5. Security of IT systems are compromised due to external malicious attack or a security breach.
6. Impact on reputation due to adverse publicity.
7. Fundraising not carried out in accordance with standards.
8. Non-compliance / inadequate processes to ensure compliance, with legislation & regulation including Charity Law, Company Law governing CLGs, Employment Law, GDPR and Children First etc...

The table below shows the top risks facing our organisations and the control measures in place, designed to manage or mitigate the risks.

| Description                                                                                                                                                                                            | Internal Control Measure(s)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. <b>Broader societal / public policy conditions not supportive to Women's Aid core values &amp; agenda (e.g. Rising levels of misogyny, acceptance of gender inequality, growing individualism).</b> | <ul style="list-style-type: none"> <li>• Annual publication of Impact and Femicide Reports.</li> <li>• Women's Aid statistics are used as a reference point for many Government, Community &amp; Voluntary organisations.</li> <li>• Continually building awareness of aspects of Domestic Violence ('DV') – e.g. each impact report looks at different themes and highlights different societal aspects of DV.</li> <li>• Continue to initiate research projects to feed into recommendations and strategy proposals for public policy, DV supports and justice systems.</li> <li>• Expand and consolidate networking opportunities to collaborate on improved supports for survivors of DV.</li> <li>• Integrating survivor voices into Women's Aid work to promote support &amp; awareness, and to expand the reach &amp; impact of fundraising and advocacy campaigns.</li> <li>• Detailed operational plans underway to support Women's Aid Strategic Plan 2025 - 2029's goal of zero tolerance of Domestic, Sexual and Gender Based Violence ('DSGBV').</li> <li>• New strategy developed during 2024 for 2025 - 2029, with supporting operational plan.</li> <li>• Women's Aid organising collaboration of key stakeholders from across the relevant sectors including community &amp; voluntary, education &amp; youth, government, human rights, academia, public policy, social partners, policing, and advocacy organisations to consider preventative strategies that will contribute to an equal society with zero tolerance of DSGBV.</li> </ul> |

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|-------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>2. Turbulent economic and political environment</b></p>                                                                                   | <ul style="list-style-type: none"> <li>• Five-year Strategic Plan in place for 2025 - 2029.</li> <li>• Fundraising Strategy in place for 2023 – 2027.</li> <li>• Fundraising strategy/plan includes diverse and sustainable funding streams. This is monitored at Management and Board meetings.</li> <li>• Clear goals and measurements in place based on outcome of strategic planning process. These are closely monitored on an ongoing basis.</li> <li>• Maintain strong relationships with statutory funders demonstrating transparency, good governance &amp; positive impact.</li> <li>• Training &amp; Development Department developing its operational strategy (Business plan) in line with the organisation's Strategic Plan to grow the training programmes including the Employer Engagement Project, e-learning courses etc. These programmes are gearing to attract additional sources of revenue.</li> </ul> |
| <p><b>3. Women's Aid does not develop or enhance partner relationships and / or resources that make delivery of strategic plan possible</b></p> | <ul style="list-style-type: none"> <li>• CEO and other key employees prioritise collaborations with cross-sector partners and work to develop strategic relationships.</li> <li>• Organisation seeks funded partnerships for key projects with strategic partners (e.g. Research campaigns etc.)</li> <li>• Women's Aid is represented at a wide range of external working &amp; advisory groups.</li> <li>• Women's Aid maintains a range of memberships of strategic campaigns &amp; umbrella organisations.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                      |
| <p><b>4. Termination or reduction in statutory funding grants</b></p>                                                                           | <ul style="list-style-type: none"> <li>• Make use of Services &amp; Helpline Databases and National Freephone Helpline integrated platform to capture, analyse &amp; report data more effectively &amp; efficiently to funders.</li> <li>• Maintain close professional contacts with Cuan and all relevant stakeholders to ensure WA funding grants maintained.</li> <li>• Use proactive advocacy work, including collaborations with other relevant organisations to ensure the continuation of funding streams.</li> <li>• Maintain relationships with core funders and relevant Departments / agencies.</li> <li>• Ensure quarterly, half yearly and annual reports and paperwork, as required, go to the relevant funders on time.</li> <li>• Adhere to 'Reserves Policy' of six months of annual expenditure, and wind-up costs, as agreed by the Board.</li> </ul>                                                       |

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|---------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>5. Security of IT systems are compromised due to external malicious attack or a security breach</b></p> | <ul style="list-style-type: none"> <li>• Cloud-based back up system in place.</li> <li>• I.T. support services contract in place with the expert IT firm including basic IT support, security, and system maintenance.</li> <li>• Strong firewall and firewall support system in place.</li> <li>• Access to sensitive data only given to employees who need it.</li> <li>• Sensitive files are password protected in line with internal Data Protection Policies.</li> <li>• All employees have their own login credentials, which is password protected.</li> <li>• Renewed sign in required every 14 days with dual factor authentication or with each new device sign in.</li> <li>• All laptops encrypted.</li> <li>• Cloud-based SharePoint system in place.</li> <li>• Comprehensive checklist in place to ensure access to IT systems is revoked when employees leave the organisation.</li> <li>• Cyber security awareness training and pen testing carried out on an ongoing basis to deter and prevent cyber fraud.</li> <li>• Procedures and guidelines for responding to a Cyber Attack are documented, communicated to employees annually and are available in the shared drive.</li> <li>• Implementation of Microsoft Business premium for all employees.</li> <li>• Cyber Liability Insurance in Place for 2025/2026</li> </ul> |
| <p><b>6. Impact on reputation due to adverse publicity</b></p>                                                | <ul style="list-style-type: none"> <li>• Women's Aid is governed by Board of Directors and strong Leadership team.</li> <li>• PR / Communications policy in place.</li> <li>• Regular review of key risks in communications work by CEO and Head of Strategic Communications &amp; Fundraising.</li> <li>• Trained media representatives in place.</li> <li>• Ongoing compliance with Charities Governance Code and other relevant regulation.</li> <li>• Ongoing compliance with the 'Guidelines for Charitable organisations for fundraising' from the public guidelines as published by the Charities Regulator.</li> <li>• "Finance, Audit &amp; HR" and "Governance &amp; Risk" Board committees in place.</li> <li>• Strong links developed with Gardaí and other key agencies to ensure a positive public reputation and potential supporters in the event of potential brand damage.</li> <li>• Proactive feedback policy in place and publicly available on Women's Aid website.</li> </ul>                                                                                                                                                                                                                                                                                                                                             |

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|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                                                                                          | <ul style="list-style-type: none"> <li>• Membership of CII keeps fundraising employees actively engaged with learning and best practice.</li> <li>• CII Triple Lock applied for annually - includes a review of the guidelines to ensure we are following.</li> <li>• Ethical Fundraising Policy &amp; Decision-making matrix in place</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>7. Fundraising not carried out in accordance with standards</b>                                                                                                                                       | <ul style="list-style-type: none"> <li>• Ensure continuing adherence to the standards contained within the 'Statement of Guiding Principles for Fundraising.'</li> <li>• Annual review of internal fundraising procedures ensuring compliance with Charities Regulator guidelines &amp; all relevant employees / volunteers are informed thereafter.</li> <li>• Ensure all employees and volunteers engaging in fundraising activities are informed of obligations in respect of the 'Guiding Principles for Fundraising' through detailed guidelines listed in recruitment pack and forming core pillar of induction process.</li> <li>• Mandatory that third parties raising funds for the benefit of Women's Aid complete the 'Third party fundraising form' for approval in advance of fundraising.</li> <li>• Ongoing formal interaction between Fundraising &amp; Finance Departments for clear budgeting monitoring and general financial compliance.</li> <li>• Formal stock take carried out with Auditors annually.</li> <li>• The 2023 – 2027 Fundraising Strategy is subject to ongoing review.</li> <li>• Membership of Charities Institute Ireland (CII) ensures fundraising employees are actively engaged with learning and best practice.</li> <li>• CII Triple Lock applied for annually, involving an annual guideline compliance review.</li> </ul> |
| <b>8. Non-compliance / inadequate processes to ensure compliance, with legislation &amp; regulation; including Charity Law, Company Law governing CLGs, Employment Law, GDPR and Children First etc.</b> | <ul style="list-style-type: none"> <li>• Ensure all Companies Registration Office (CRO) requirements are in place.</li> <li>• Ensure registration and compliance with Charities Regulator.</li> <li>• Ensure compliance with Lobbying Act.</li> <li>• Ensure Data Protection compliance.</li> <li>• Ensure compliance with the Charities Governance Code through review of all Governance requirements annually.</li> <li>• Attend training / info sessions to keep up to date with compliance requirements.</li> <li>• Ensure compliance with employment law.</li> <li>• Regular audit of policies conducted by Senior Leadership Team and Board.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |

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|--|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  | <ul style="list-style-type: none"> <li>• GDPR Policy and Child Protection Policy reviewed by external Law Firm on request, to ensure its compliant and up to date.</li> <li>• External HR / Legal professional services are on hand to provide advice regarding legislative changes impacting policies including data protection.</li> <li>• Data Protection Impact Assessments (DPIAs) to be carried out and documented as and when required under GDPR policy.</li> <li>• Children First eLearning completed by all employees and volunteers.</li> <li>• Environmental, Social &amp; Governance considerations built into new Company Strategy.</li> <li>• Financial &amp; Governance Compliance - Women's Aid engages an independent Auditor annually and seek a clean audit of SORP accounts.</li> </ul> |
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***Table 28 Top Risks in Women’s Aid 2025***

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#### Plans for Future Periods

Women's Aid will continue to deliver its vital frontline services, critical public awareness and advocacy and expert training. In 2025 Women's Aid successfully completed delivery of the first year of our Strategic Plan (2025-2029) to support the organisation to identify opportunities for growth and development.

#### Women's Aid Plans for 2026

Women's Aid is extremely proud of our team's performance during 2025, where the company continued to grow and develop its range of charitable activities in an innovative and strategic way. We now have a clear and focused Strategic Plan 2025-2029 to frame and drive our work over the coming period. Some examples of achievements, which we will continue to build on in 2026, with the support of our new strategic framework include:

The **National Freephone Helpline** continues to be a crucial support to women across Ireland 24hrs a day, seven days a week, including through over 240 languages where interpretation is required. Our Instant Messaging Support Service has been maintained for those who may wish to communicate silently (e.g. if in proximity to their abuser), for deaf and hard of hearing women and others for whom this just a more comfortable mode of expressing themselves. During 2026 the National Helpline will continue to expand the hours of Instant Messaging Support, available via both [www.womensaid.ie](http://www.womensaid.ie) and [www.ToolIntoYou.ie](http://www.ToolIntoYou.ie) with the objective of reaching a 24/7 IMSS services to match our phone contact coverage.

We will continue to deliver our specialist **Outreach and Accompaniment** services for women in need, including our unique **Maternity Outreach** project with the Dublin maternity hospitals, the development and delivery of our **DV and Homeless Outreach** pilot project with DePaul, and; to run the full-time drop-in service (DAIS) in Ireland's largest family law courts. Through very welcome grant support from the Cuan, the unique **High Risk Support Project** which Women's Aid delivers in partnership with An Garda Síochána aims to become fully nationwide with effective systems and structures in place to manage this new scale of operation.

Women's Aid published another landmark research reports during 2025, as noted above, in addition to two published in 2024. We will use the findings and recommendations of each during 2026 to contribute meaningfully, with our partners, to national work to **improve responses to all victims/survivors of domestic abuse** in our Family Justice System; better supports for disabled women, and to accelerate activities to combat the harmful impacts of pornography on children, healthy and equal relationships and gender equality.

Through the wonderful generosity of many donors, Women's Aid will be able to once again to offer an **Internal and External Emergency and Security fund** to women engaged directly with a range of our services, and those of our colleagues in local specialist DV services nationwide during 2026.

Building on preliminary work already undertaken, the organisation will enhance its long-standing engagement with survivors who wish to be agents for social change with creation of a comprehensive survivor engagement policy and planning for delivery of an innovative **Survivor Empowerment Project** to commence in 2026.

Continuing to deliver on an ambitious five-year Business plan with the launch of our **Centre for Learning and Practice Development** in 2025, we will deliver on planned training activities and further develop our training offering to create additional accredited training offers for key target audiences

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including employers, and professionals from among health, justice, civic society and youth support sectors to ensure we meet the needs of those seeking our specialist support.

Women's Aid will continue to collaborate with other partners to be a leading voice in **campaigning and influencing** key legislative reforms in 2025 with priority focus on new legislation, including the Family Courts Act and legislation arising from recommendations in the [Study on Familicide & Domestic and Family Violence Death Reviews](#). We will also continue monitoring the implementation of recent legislation that has been enacted, such as Coercive Control; Non-Fatal Strangulation; Stalking and other key measures such as the provision of Statutory Paid Domestic Abuse leave which will better support and give access to justice for victims/survivors.

The **Too Into You Project** is a key strand of Women's Aid work, designed to promote healthy intimate relationships and support young people, particularly young women, who may be at risk or subjected to intimate partner abuse. 2026 will mark year two for delivery of an ambitious Too Into You Project strategy which provides a framework and plan to achieve the strategic and sustainable growth and positive impact of this unique project for young people, in all their diversity, into the future.

In addition to the above, during 2026, Women's Aid must practically invest further in some essential maintenance works to ensure our offices **provide a safe and healthy work environment**.

Therefore, we start 2026 fully committed to continuing our ongoing vital support work supported by our new Strategy 2025-2029 and expanding this to continue to work incrementally and sustainably towards an Ireland where there is zero tolerance of domestic abuse.

**WOMEN'S AID COMPANY LIMITED BY GUARANTEE**  
**DIRECTORS' REPORT**  
**FOR YEAR ENDED 31 DECEMBER 2025**

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**Statement of Disclosure to the Auditor**

Each of the directors in office at the date of approval of this annual report confirms that:

- so far as the directors are aware, there is no relevant audit information of which the company's auditor is unaware, and
- the directors have taken all the steps that they ought to have taken as directors in order to make themselves aware of any relevant audit information and to establish that the company's auditor is aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of section 330 of the Companies Act 2014.

Approved by the board of directors and signed on its behalf by



Ailbhe Smyth

**Director**



Suzanne Handley

**Director**

Date: 20 May 2026

# **WOMEN'S AID COMPANY LIMITED BY GUARANTEE**

## **DIRECTORS' REPORT**

### **FOR YEAR ENDED 31 DECEMBER 2025**

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#### **Statement of Directors' Responsibilities**

The Trustees are responsible for preparing the Directors' Report and the financial statements in accordance with Irish law and regulations.

Irish company law requires the directors to prepare financial statements for each financial year. Under the law, the directors have elected to prepare the financial statements in accordance with Companies Act 2014 and accounting standards issued by the Financial Reporting Council including FRS 102, the Financial Reporting Standard applicable in the UK and Ireland (Generally Accepted Accounting Practice in Ireland). Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year end date and of the surplus or deficit of the company for the financial year and otherwise comply with the Companies Act 2014.

In preparing these financial statements, the directors are required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgments and accounting estimates that are reasonable and prudent;
- Observe the methods and principles in the charities SORP;
- State whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and surplus or deficit of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and directors' report comply with the Companies Act 2014 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The directors are responsible for the maintenance and integrity of the corporate and financial information included on the company's website. Legislation in Ireland governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the board of directors and signed on its behalf by



Ailbhe Smyth

**Director**



Suzanne Handley

**Director**

Date: 20 May 2026

# **WOMEN'S AID COMPANY LIMITED BY GUARANTEE**

## **INDEPENDENT AUDITOR'S REPORT**

### **TO THE MEMBERS OF WOMENS AID COMPANY LIMITED BY GUARANTEE**

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#### **Opinion**

We have audited the financial statements of Women's Aid Company Limited by Guarantee for the year ended 31 December 2025 which comprise the Statement of Financial Activities, Statement of Comprehensive Income, the Statement of Financial Position, the Statement of Cash Flows and the related notes. The relevant financial reporting framework that has been applied in their preparation is the Companies Act 2014 and FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland.

In our opinion the financial statements:

- give a true and fair view of the state of the company's affairs as at 31 December 2025 and of its surplus for the year then ended;
- have been properly prepared in accordance with FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland; and
- have been prepared in accordance with the requirements of the Companies Act 2014.

#### **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### **Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate. Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Company's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue. Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

#### **Other information**

The directors are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

**WOMEN'S AID COMPANY LIMITED BY GUARANTEE  
INDEPENDENT AUDITOR'S REPORT  
TO THE MEMBERS OF WOMENS AID COMPANY LIMITED BY GUARANTEE**

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In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

**Opinions on other matters prescribed by the Companies Act 2014**

Based solely on the work undertaken in the course of the audit, we report that in our opinion:

- the information given in the Directors' Report is consistent with the financial statements; and
- the Directors' Report has been prepared in accordance with applicable legal requirements.

We have obtained all the information and explanations which we consider necessary for the purposes of our audit.

In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited, and the financial statements are in agreement with the accounting records.

**Matters on which we are required to report by exception**

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified any material misstatements in the directors' report.

We have nothing to report in respect of our obligation under the Companies Act 2014 to report to you if, in our opinion, the disclosures of director's remuneration and transactions specified by sections 305 to 312 of the Act are not made.

**Responsibilities of director for the financial statements**

As explained more fully in the Directors' Responsibilities Statement, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the director either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

**WOMEN'S AID COMPANY LIMITED BY GUARANTEE  
INDEPENDENT AUDITOR'S REPORT  
TO THE MEMBERS OF WOMENS AID COMPANY LIMITED BY GUARANTEE**

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**Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: [http://www.iaasa.ie/Publications/Auditing-standards/International-Standards-on-Auditing-for-use-in-Ire/International-Standards-on-Auditing-\(Ireland\)/ISA-700-\(Ireland\)](http://www.iaasa.ie/Publications/Auditing-standards/International-Standards-on-Auditing-for-use-in-Ire/International-Standards-on-Auditing-(Ireland)/ISA-700-(Ireland)). This description forms part of our auditor's report.

**The purpose of our audit work and to whom we owe our responsibilities**

This report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

*Ian Lawlor*

Ian Lawlor (Jun 9, 2026 12:38:46 GMT+1)

**Ian Lawlor**

**for and on behalf of PKF Brenson Lawlor**

20 May 2026

**Chartered Accountants  
Statutory Audit Firm**

Alexandra House  
3 Ballsbridge Park  
Merrion Road  
Ballsbridge  
D04 C7H2

**WOMEN'S AID COMPANY LIMITED BY GUARANTEE**  
**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING AN INCOME AND**  
**EXPENDITURE ACCOUNT)**  
**FOR YEAR ENDED 31 DECEMBER 2025**

|                                            | Unrestricted<br>funds<br>€ | Restricted<br>funds<br>€ | Total<br>2025<br>€ | Total<br>2024<br>€ |
|--------------------------------------------|----------------------------|--------------------------|--------------------|--------------------|
| <b>Income</b>                              |                            |                          |                    |                    |
| Charitable Activities (Note 4)             | -                          | 1,923,345                | 1,923,345          | 1,697,401          |
| Donations and Legacies (Note 4)            | 2,536,792                  | 180,832                  | 2,717,624          | 2,508,512          |
| Other Activities (Note 4)                  | 738,825                    | -                        | 738,825            | 648,355            |
|                                            | <hr/>                      | <hr/>                    | <hr/>              | <hr/>              |
| <b>Total income and endowments</b>         | <b>3,275,617</b>           | <b>2,104,177</b>         | <b>5,379,794</b>   | <b>4,854,268</b>   |
| <b>Expenditure on:</b>                     |                            |                          |                    |                    |
| Charitable Activities (Note 6)             | 1,903,481                  | 1,980,393                | 3,883,874          | 3,774,546          |
| Costs of Raising Funds (Note 6)            | 1,004,302                  | 33,111                   | 1,037,413          | 913,659            |
|                                            | <hr/>                      | <hr/>                    | <hr/>              | <hr/>              |
| <b>Total Expenditure</b>                   | <b>2,907,783</b>           | <b>2,013,504</b>         | <b>4,921,287</b>   | <b>4,688,205</b>   |
|                                            | <hr/>                      | <hr/>                    | <hr/>              | <hr/>              |
| Transfers                                  | -                          | -                        | -                  | -                  |
| <b>Net Movements In Funds For The Year</b> | <b>367,834</b>             | <b>90,673</b>            | <b>458,507</b>     | <b>166,063</b>     |
| <b>Reconciliation of Funds</b>             |                            |                          |                    |                    |
| <b>Total Funds Brought Forward</b>         | <b>5,627,080</b>           | <b>3,569</b>             | <b>5,630,649</b>   | <b>5,464,586</b>   |
|                                            | <hr/>                      | <hr/>                    | <hr/>              | <hr/>              |
| <b>Total Funds Carried Forward</b>         | <b>5,994,914</b>           | <b>94,242</b>            | <b>6,089,156</b>   | <b>5,630,649</b>   |
|                                            | <hr/>                      | <hr/>                    | <hr/>              | <hr/>              |

**WOMEN'S AID COMPANY LIMITED BY GUARANTEE**  
**STATEMENT OF COMPREHENSIVE INCOME FOR THE FINANCIAL YEAR**  
***FOR YEAR ENDED 31 DECEMBER 2025***

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|                                | 2025<br>€   | 2024<br>€   |
|--------------------------------|-------------|-------------|
| Surplus for the financial year | 458,507     | 166,063     |
|                                | <hr/>       | <hr/>       |
| Total comprehensive income     | 458,507     | 166,063     |
|                                | <hr/> <hr/> | <hr/> <hr/> |

**WOMEN'S AID COMPANY LIMITED BY GUARANTEE**  
**STATEMENT OF FINANCIAL POSITION**  
**FOR YEAR ENDED 31 DECEMBER 2025**

|                                                       | Notes | 2025<br>€               | 2024<br>€               |
|-------------------------------------------------------|-------|-------------------------|-------------------------|
| <b>Fixed assets</b>                                   |       |                         |                         |
| Tangible assets                                       | 11    | <u>575,771</u>          | <u>562,231</u>          |
|                                                       |       | <b>575,771</b>          | <b>562,231</b>          |
| <b>Current Assets</b>                                 |       |                         |                         |
| Stock                                                 | 12    | 46,110                  | 39,252                  |
| Debtors                                               | 13    | 238,580                 | 298,522                 |
| Cash at bank and in hand                              | 14    | <u>5,555,570</u>        | <u>5,175,956</u>        |
|                                                       |       | <b>5,840,260</b>        | <b>5,513,730</b>        |
| <b>Creditors: amounts falling due within One year</b> | 15    | <u>(326,875)</u>        | <u>(445,312)</u>        |
| <b>Net current assets</b>                             |       | <b>5,513,385</b>        | <b>5,068,418</b>        |
| <b>Total assets less current liabilities</b>          |       | <b><u>6,089,156</u></b> | <b><u>5,630,649</u></b> |
| <b>The funds of the charity:</b>                      |       |                         |                         |
| Restricted funds                                      | 26    | 94,242                  | 3,569                   |
| Unrestricted funds – designated                       | 25    | 5,653,972               | 4,264,413               |
| Unrestricted funds – general                          | 27    | <u>340,942</u>          | <u>1,362,667</u>        |
| <b>Total charity funds</b>                            |       | <b><u>6,089,156</u></b> | <b><u>5,630,649</u></b> |

Approved by the board of directors and signed on its behalf by:



Ailbhe Smyth  
**Director**



Suzanne Handley  
**Director**

Date: 20 May 2026

**WOMEN'S AID COMPANY LIMITED BY GUARANTEE**  
**STATEMENT OF CASH FLOWS**  
**FOR YEAR ENDED 31 DECEMBER 2025**

|                                                                 |           | <b>2025</b><br>€ | <b>2024</b><br>€ |
|-----------------------------------------------------------------|-----------|------------------|------------------|
| <b>Net cash flows from operating activities</b>                 | <b>17</b> | 433,022          | 172,929          |
| <b>Investing activities</b>                                     |           |                  |                  |
| Purchase of fixed tangible assets                               |           | (53,408)         | (15,637)         |
|                                                                 |           | <hr/>            | <hr/>            |
| <b>Net increase/ (decrease) in cash and cash equivalents</b>    |           | <b>379,614</b>   | <b>157,292</b>   |
|                                                                 |           | <hr/>            | <hr/>            |
| <b>Cash and cash equivalents at beginning of financial year</b> |           | <b>5,175,956</b> | <b>5,018,664</b> |
| <b>Cash and cash equivalents at end of financial year</b>       |           | <b>5,555,570</b> | <b>5,175,956</b> |
|                                                                 |           | <hr/>            | <hr/>            |

An analysis of changes in Net Cash can be found in Note 29 to the Financial Statements.

# **WOMEN'S AID COMPANY LIMITED BY GUARANTEE**

## **NOTES TO THE FINANCIAL STATEMENTS**

### **FOR YEAR ENDED 31 DECEMBER 2025**

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#### **1. General Information**

These financial statements comprising the Statement of Financial Activities, the Statement of Comprehensive Income, the Statement of Financial Position, the Statement of Cash Flows and the related notes constitute the individual financial statements of Women's Aid CLG for the financial year ended 31 December 2025.

Women's Aid CLG is a charity limited by guarantee, incorporated in the Republic of Ireland. The Registered Office is 5 Wilton Place, Dublin 2 which is also the principal place of business of the charity. The Companies Registration number is 58035, the Charity Number is CHY 6491 and the Registered Charity Number is 20012045. The nature of the charity's operations and its principal activities are set out in the Director's Report on pages 1 to 60.

#### **Statement of Compliance**

The financial statements have been prepared in accordance with Charity SORP (FRS 102) "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (FRS 102). The charity constitutes a public benefit entity as defined by FRS 102.

#### **Currency**

The financial statements have been presented in Euro (€) which is also the functional currency of the company.

#### **Going Concern**

The Directors have reviewed all pertinent financial information, including the 2025 Statement of Financial Activities and Balance Sheet, and the approved 2026 Budget. They have considered the current operating environment, including the increased costs of living. The Directors are satisfied that, given the strong cash position of the charity, the well-controlled overheads, and the support of core funding from existing funders, that it is appropriate for financial statements to be prepared on a going concern basis, which assumed Women's Aid CLG will continue in operational existence for the foreseeable future.

#### **2. Accounting Policies**

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the company's financial statements.

#### **Basis of preparation**

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice-Charities SORP (FRS 102) "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (FRS 102) and the Companies Act 2014 except for the entity invoking the true and fair view override with regard to the profit and loss and balance sheet formats in Schedule 3 of the Companies Act 2014 as permitted in Section 3.4 of FRS102 and Section 291(5) of the Companies Act 2014.

#### **Fund Accounting**

The following funds are operated by the charity:

#### **Restricted Funds**

Restricted funds are to be used for the specified purposes as laid down by the donor/grantor. Expenditure which meets these criteria is allocated to the fund.

**WOMEN'S AID COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR YEAR ENDED 31 DECEMBER 2025**

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**2. Accounting Policies (continued)**

***Unrestricted Funds***

Unrestricted funds consist of both general funds and designated funds.

- General funds represent amounts which are expendable at the discretion of the directors in furtherance of the objectives of the charity and which have not been designated for other purposes. Such funds may be held in order to finance working capital or capital expenditure.
- Designated funds are earmarked funds set aside by the directors to be used for a particular future project or commitment. Designated funds remain part of the unrestricted funds of the charity.

***Income***

All income is included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably, and it is probable that the income will be received.

Income is analysed as *Restricted* or *Unrestricted*. Restricted income represents income recognised in the financial statements that is subject to specific conditions imposed by the donors or grantors. Unrestricted income represents income recognised in the financial statements that is expendable at the discretion of the organisation, in furtherance of the objectives of the charity.

***Charitable Activities***

The charity receives government grants in respect of certain projects. Income from government and other grants are recognised at fair value, when the charity has entitlement to the funds, after any performance conditions attached to the grant have been met, when it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are treated as deferred income.

***Donations and Legacies***

Donations and fundraising income, (which includes monetary donations from public, corporate and major donors, individual giving campaigns including direct mail, legacies, community and digital fundraising campaigns) are credited to income in the period in which they are receivable. Donations received in advance for specified periods are carried forward as deferred income.

***Other Activities***

Income from other activities includes income from training and development, the charity shop, and donated goods, facilities and services.

***Donated Goods, Facilities and Services***

Where practicable, donations of goods and services are included in donations in the financial statements at their fair value. If it is impracticable to assess the fair value at receipt or if the costs to undertake such a valuation outweigh the benefits, then the income and associated expenditure is not recognised.

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met. The receipt of economic benefit from the use by the charity of item is probable and that economic benefit can be measured reliably.

# **WOMEN'S AID COMPANY LIMITED BY GUARANTEE**

## **NOTES TO THE FINANCIAL STATEMENTS**

### **FOR YEAR ENDED 31 DECEMBER 2025**

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## **2. Accounting Policies (continued)**

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market, a corresponding amount is then recognised in expenditure in the period of receipt.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102).

The total amount of donated services and facilities during the year ended 31 December 2025 was €539,959 (2024: €244,501) disclosed in note 5.

### **Expenditure Recognition**

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably.

It is categorised under the following headings:

1. Charitable activities
2. Costs of raising funds; and
3. Other expenditure.

### ***Expenditure on charitable activities***

Expenditure on charitable activities comprise those costs incurred by the charity in the pursuit of the charities objectives and in the delivery of its activities and services. It includes both costs that can be allocated directly such as wages and salaries and costs of an indirect nature necessary to support the delivery of its activities and services.

### ***Costs of raising funds***

Costs of raising funds are costs associated with the fundraising activities of charity. Typical costs would be direct salaries, costs relating to fundraising campaigns such as direct mail and digital fundraising and other general fundraising costs.

### ***Other expenditure***

Other expenditure represents those items not falling into the categories above.

### **Support costs**

Support costs are the costs of those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include staff and associated IT, Facility, Finance, HR and other central functions which support the charity in fulfilling its charitable purpose. Governance costs are also included within support costs. These are costs which relate to compliance with constitutional and statutory requirements and include audit and risk management costs. The basis on which support costs have been allocated are outlined in note 6.

**WOMEN’S AID COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR YEAR ENDED 31 DECEMBER 2025**

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**2. Accounting Policies (continued)**

**Retirement benefit costs**

The company operates a defined contribution scheme. Retirement benefit contributions in respect of the scheme for employees are charged to the income and expenditure account as they become payable in accordance with the rules of the scheme. The assets are held separately from those of the company in an independently administered fund. Differences between the amounts charged in the income and expenditure account and payments made to the retirement benefit scheme are treated as assets or liabilities.

**Tangible fixed assets**

All tangible fixed assets are initially recorded at historic cost. This includes legal fees, stamp duty and other non-refundable purchase taxes, and also any costs directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management, which can include the costs of site preparation, initial delivery and handling, installation and assembly, and testing of functionality.

Tangible fixed assets are reviewed for impairment in accordance with the impairment policy set out on the next page.

**Depreciation**

Depreciation is provided on all tangible fixed assets, other than freehold land, at rates calculated to write off the cost or valuation, less estimated residual value, of each asset systematically over its expected useful life, on a straight line basis, as follows:

|                                |                   |
|--------------------------------|-------------------|
| Fixtures, Fittings & equipment | 25% Straight line |
| Computer equipment             | 33% Straight Line |
| Freehold Property              | 2% Straight line  |

An amount equal to the excess of the annual depreciation charge on revalued assets over the notional historical cost depreciation charge on those assets is transferred annually from the revaluation reserve to the income and expenditure reserve.

The residual value and useful lives of tangible assets are considered annually for indicators that these may have changed. Where such indicators are present, a review will be carried out of the residual value, depreciation method and useful lives, and these will be amended if necessary. Changes in depreciation rates arising from this review are accounted for prospectively over the remaining useful lives of the assets.

**Grant funding of tangible fixed assets**

Restricted grants relating to expenditure on tangible fixed assets are recognised in the Statement of Financial Activities in the period in which the funding is received. Depreciation is charged to the Statement of Financial Activities over the useful life of the tangible fixed asset, with the balance of depreciation to be charged in future periods sitting in restricted funds at year end.

**WOMEN'S AID COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR YEAR ENDED 31 DECEMBER 2025**

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**2. Accounting Policies (continued)**

**Stock**

The majority of stocks are comprised of items held for use in fundraising campaigns and are not held for resale.

Stocks are stated at the lower of cost and net realisable value and is included in current assets in the balance sheet.

At each reporting date, an assessment is made for impairment. Any excess of the carrying amount of stocks over its net realisable value is recognised as an impairment loss in statement of financial activities. Reversals of impairment losses are also recognised in statement of financial activities.

**Trade and other debtors**

Trade and other debtors are recognised initially at transaction price (including transaction costs) unless a financing arrangement exists, in which case they are measured at present value of future receipts discounted at a market value. Subsequently these are measured at amortised costs less any provision for impairment.

A provision for impairment of trade receivables is established when there is objective evidence that the company will not be able to collect all amounts due according to the original terms of the agreement. Prepayments are valued at the amount prepaid net of any trade discounts due.

**Impairment**

Assets not measured at fair value are reviewed for any indication that the asset may be impaired at each balance sheet date. If such indication exists, the recoverable amount of the asset, or the asset's cash generating unit, is estimated and compared to the carrying amount. Where the carrying amount exceeds its recoverable amount, an impairment loss is recognised in profit or loss unless the asset is carried at a revalued amount where the impairment loss is a revaluation decrease.

**Cash and cash equivalents**

Cash consists of cash on hand and demand deposits.

**Trade and other creditors**

Trade creditors are measured at invoice price, unless payment is deferred beyond normal business terms or is financed at a rate of interest that is not a market rate. In this case the arrangement constitutes a financing transaction, and the financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Provisions are recognised when the company has a present legal or constructive obligation as a result of past events; it is probable that an outflow of resources will be required to settle the obligation and the amount of the obligation can be estimated reliably.

**Deferred Income**

The charity recognised deferred income, where the terms and conditions have not been met or uncertainty exists as to whether the charity can meet the terms or conditions otherwise within its control, income is then deferred as a liability until it is probable that the terms and conditions imposed can be met.

**WOMEN'S AID COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR YEAR ENDED 31 DECEMBER 2025**

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**2. Accounting Policies (continued)**

Some of the grants received are subject to performance related conditions or time periods, when these performance related or other conditions are met the deferred income is released to income in the statement of financial activities.

**Financial Instruments**

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

**Employee benefits**

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received. The charity operates a defined contribution pension plan for the benefit of its employees. Contributions are expensed as they become payable.

Redundancy and termination payments are recognised as an expense in the statement of financial activities and a liability on the balance sheet immediately at the point the charity is committed to terminating the employment of an employee or group of employees before their normal retirement date, when there is a demonstrable commitment that cannot realistically be withdrawn.

**Taxation**

No charge to current or deferred taxation arises as the charity has been granted charitable status under section 207 and 208 of the Tax Consolidation Act 1997, Charity No CHY 5594.

The charity is an approved body under the "Scheme of Tax Relief for Donations to Eligible Charities and Approved Bodies" under Section 848A Taxes Consolidation Act, 1997. Therefore, income tax refunds from donations Exceeding €250 per annum are included as income in unrestricted funds.

The charity incurs high costs in irrecoverable VAT. Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

**Leases**

Rentals payable under operating leases, including any lease incentives received, are charged to profit or loss on a straight-line basis over the term of the relevant lease except where another more systematic basis is more representative of the time pattern in which economic benefits from the lease's asset are consumed.

**WOMEN'S AID COMPANY LIMITED BY GUARANTEE**  
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**3. Judgements and key sources of estimation uncertainty**

In the application of the charity's accounting policies, which are described in Note 2, the Directors are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The Directors do not consider there are any critical judgements or sources of estimation uncertainty in the application of the accounting policies in Note 2.

**4. Income**

| Income for 2025 analysed as follows:                        | Unrestricted funds      | Restricted funds        | Total 2025              | Total 2024              |
|-------------------------------------------------------------|-------------------------|-------------------------|-------------------------|-------------------------|
|                                                             | €                       | €                       | €                       | €                       |
| <b>(a) Charitable Activities</b>                            |                         |                         |                         |                         |
| Tusla Child and Family Agency                               | -                       | -                       | -                       | 1,171,666               |
| Cuan: The Domestic, Sexual and Gender-Based Violence Agency | -                       | 1,829,343               | 1,829,343               | 434,736                 |
| Department of Rural & Community Development                 | -                       | 91,002                  | 91,002                  | 90,999                  |
| Health Service Executive                                    | -                       | 3,000                   | 3,000                   | -                       |
| <b>Total Charitable Activities</b>                          | <b>=</b>                | <b><u>1,923,345</u></b> | <b><u>1,923,345</u></b> | <b><u>1,697,401</u></b> |
| <b>(b) Donations and Legacies</b>                           |                         |                         |                         |                         |
| Corporate, Trusts and Foundations                           | 630,629                 | 179,832                 | 810,461                 | 1,050,020               |
| Individual Giving                                           | 626,049                 | 1,000                   | 627,049                 | 527,175                 |
| Legacies                                                    | 371,844                 | -                       | 371,844                 | 29,500                  |
| Digital Fundraising                                         | 551,455                 | -                       | 551,455                 | 445,043                 |
| Community Fundraising                                       | 356,815                 | -                       | 356,815                 | 323,798                 |
| Standstrong Campaign 2024                                   | -                       | -                       | -                       | 132,976                 |
| <b>Total Donations and Legacies</b>                         | <b><u>2,536,792</u></b> | <b><u>180,832</u></b>   | <b><u>2,717,624</u></b> | <b><u>2,508,512</u></b> |
| <b>(c) Other Activities</b>                                 |                         |                         |                         |                         |
| Training and Development                                    | 72,454                  | -                       | 72,454                  | 212,714                 |
| Charity Shop                                                | 126,412                 | -                       | 126,412                 | 182,162                 |
| Donated Goods, Facilities and Services                      | 539,959                 | -                       | 539,959                 | 244,501                 |
| Other Income                                                | -                       | -                       | -                       | 8,978                   |
| <b>Total Other Activities</b>                               | <b><u>738,825</u></b>   | <b>-</b>                | <b><u>738,825</u></b>   | <b><u>648,355</u></b>   |

All funding from Tusla, the Child and Family Agency fully transitioned to Cuan in 2025.  
The Charity Shop ceased trading permanently in September 2025.

**WOMEN'S AID COMPANY LIMITED BY GUARANTEE**  
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**5. Donated goods, facilities and services**

For the financial year 2025, in-kind donations have been recognised and classified to comply with Charity SORP FRS 102. In-kind donations measured at fair value to the amount of €539,959 (2024: €244,501) were received in the year and recognised in the Statement of Financial Activities under SORP classification are as follows:

|                       |                                                                                                                              | <b>2025</b> | <b>2024</b> |
|-----------------------|------------------------------------------------------------------------------------------------------------------------------|-------------|-------------|
|                       |                                                                                                                              | <b>€</b>    | <b>€</b>    |
| Charitable Activities | Inbound (1800 number) and outbound calls                                                                                     | 34,071      | 37,996      |
| Charitable Activities | Bespoke development of training module for "Allies and Informal Supporters" using e-learning software for our Training team. | 11,531      | 4,942       |
| Charitable Activities | Provision of legal support for a monthly legal clinic for clients using our Support and Outreach service.                    | 84,387      | 88,948      |
| Charitable Activities | Provision of research assistance for report on the enforcement of Ireland's coercive control offence to date.                | -           | 86,990      |
| Support Activities    | Legal and professional services                                                                                              | 32,304      | 18,000      |
| Support Activities    | Provision of acoustic insulation to two adjacent meeting rooms                                                               | -           | 7,625       |
| Support Activities    | Charities governance health check                                                                                            | 26,669      | -           |
| Charitable Activities | Women's rights coercive control research project                                                                             | 26,800      | -           |
| Charitable Activities | Domestic violence legal opinion                                                                                              | 13,761      | -           |
| Charitable Activities | Donated vouchers - distributed to women on our service, as part of our Internal Emergency Fund                               | 450         | -           |
| Fundraising           | 500 T shirts for our digital fundraising campaign                                                                            | 3,396       | -           |
| Charitable Activities | Lord Mayor Charity digital kiosk advertising                                                                                 | 289,446     | -           |
| Support Activities    | Gardening services for 5 Wilton Place                                                                                        | 1,370       | -           |
| Charitable Activities | 50 High vis vests for use at Too into You events                                                                             | 567         | -           |

**WOMEN'S AID COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
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**5. Donated goods, facilities and services (continued)**

|                       |                                                                                                    |                       |                       |
|-----------------------|----------------------------------------------------------------------------------------------------|-----------------------|-----------------------|
| Charitable Activities | Makeup sets gifted to attendees at the Too into You podcast event launch                           | 1,355                 | -                     |
| Charitable Activities | SEO Audit of Women's Aid Websites                                                                  | 10,704                | -                     |
| Charitable Activities | Consultancy services for the Too into You Always On Campaign                                       | 2,350                 | -                     |
| Fundraising           | Donated Dell Laptop to be used as a raffle prize for International Women's Day coffee morning 2026 | <u>798</u>            | -                     |
|                       |                                                                                                    | <b><u>539,959</u></b> | <b><u>244,501</u></b> |

**6. Expenditure**

Expenditure has been classified to comply with Charity SORP FRS 102. Such costs include cost of raising funds and charitable activities. The costs of raising funds include the costs of inducing others to make gifts that are voluntary income. Charitable activities relate to costs associated with the charitable activities of the charity.

Direct costs (staff costs, overheads, administrative costs, etc.) are allocated to each activity based on actual costs incurred for each activity. Support and Governance costs are allocated across the charity's activities to fairly represent the cost of delivering those activities. The costs have been allocated on a headcount basis.

**Cost of Raising Funds**

|                                                  | <b>Total<br/>Unrestricted<br/>2025<br/>€</b> | <b>Total<br/>Restricted<br/>2025<br/>€</b> | <b>Total<br/>2025<br/>€</b> |
|--------------------------------------------------|----------------------------------------------|--------------------------------------------|-----------------------------|
| Staff costs                                      | 370,302                                      | -                                          | 370,302                     |
| Overhead costs                                   | 4,952                                        | -                                          | 4,952                       |
| Administration costs                             | 4,420                                        | -                                          | 4,420                       |
| Individual Giving                                | 176,667                                      | -                                          | 176,667                     |
| Corporate fundraising costs                      | 36,977                                       | -                                          | 36,977                      |
| Digital fundraising costs                        | 227,630                                      | -                                          | 227,630                     |
| Community fundraising costs                      | 38,873                                       | -                                          | 38,873                      |
| Legacy programme                                 | 4,275                                        | -                                          | 4,275                       |
| General fundraising costs                        | 52,366                                       | -                                          | 52,366                      |
| Case for Support and Brand Positioning           | 12,003                                       | -                                          | 12,003                      |
| E Mail Marketing project                         | 11,070                                       | -                                          | 11,070                      |
| Donated goods and services                       | 4,194                                        | -                                          | 4,194                       |
| Support cost allocation (see breakdown overleaf) | <u>60,573</u>                                | <u>33,111</u>                              | <u>93,684</u>               |
|                                                  | <b><u>1,004,302</u></b>                      | <b><u>33,111</u></b>                       | <b><u>1,037,413</u></b>     |

**WOMEN'S AID COMPANY LIMITED BY GUARANTEE**  
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**6. Cost of Raising Funds(continued)**

|                                                  | <b>Unrestricted<br/>2024<br/>€</b> | <b>Total<br/>Restricted<br/>2024<br/>€</b> | <b>Total<br/>Total<br/>2024<br/>€</b> |
|--------------------------------------------------|------------------------------------|--------------------------------------------|---------------------------------------|
| Staff costs                                      | 306,051                            | 10,975                                     | 317,026                               |
| Overhead costs                                   | 5,235                              | -                                          | 5,235                                 |
| Administration costs                             | 7,618                              | -                                          | 7,618                                 |
| Individual Giving                                | 139,397                            | -                                          | 139,397                               |
| Corporate fundraising costs                      | 43,284                             | -                                          | 43,284                                |
| Digital fundraising costs                        | 168,230                            | -                                          | 168,230                               |
| Community fundraising costs                      | 29,339                             | -                                          | 29,339                                |
| Standstrong Campaign                             | -                                  | 89,025                                     | 89,025                                |
| Legacy programme                                 | 4,125                              | -                                          | 4,125                                 |
| General fundraising costs                        | 45,716                             | -                                          | 45,716                                |
| Support cost allocation (see breakdown overleaf) | <u>42,129</u>                      | <u>22,535</u>                              | <u>64,664</u>                         |
|                                                  | <b><u>791,124</u></b>              | <b><u>122,535</u></b>                      | <b><u>913,659</u></b>                 |

**Expenditure on Charitable Activities**

|                                                     | <b>Total<br/>Unrestricted<br/>2025<br/>€</b> | <b>Total<br/>Restricted<br/>2025<br/>€</b> | <b>Total<br/>Total<br/>2025<br/>€</b> |
|-----------------------------------------------------|----------------------------------------------|--------------------------------------------|---------------------------------------|
| Strategic Communications                            | 589,936                                      | 76,110                                     | 666,046                               |
| Too Into You Project                                | 84,248                                       | 138,815                                    | 223,063                               |
| National Freephone Helpline                         | 104,792                                      | 626,990                                    | 731,782                               |
| High-Risk Support Project                           | 3,727                                        | 273,388                                    | 277,115                               |
| Services                                            | 109,411                                      | 560,033                                    | 669,444                               |
| Internal Emergency Fund for Women and Children 2025 | 52,429                                       | 37,883                                     | 90,312                                |
| Charity Shop                                        | 131,461                                      | -                                          | 131,461                               |
| Training and Development                            | 460,958                                      | 66,826                                     | 527,784                               |
| Support costs (see breakdown overleaf)              | <u>366,519</u>                               | <u>200,348</u>                             | <u>566,867</u>                        |
|                                                     | <b><u>1,903,481</u></b>                      | <b><u>1,980,393</u></b>                    | <b><u>3,883,874</u></b>               |

In 2025, Women's Aid dispensed €86,515 from our Internal Emergency Fund to women who were receiving support from our frontline services. In addition, there was €3,797 in costs relating to finance staff time for administering this fund.

The Maternity Project was a pilot project that was successfully completed in 2024. Since 2025, it has been permanently integrated into the Services department.

The External Emergency Fund for Women and Children did not run in 2025.

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6. **Expenditure (continued)**

**Expenditure on Charitable Activities**

|                                                     | <b>Total<br/>Unrestricted<br/>2024<br/>€</b> | <b>Total<br/>Restricted<br/>2024<br/>€</b> | <b>Total<br/>2024<br/>€</b> |
|-----------------------------------------------------|----------------------------------------------|--------------------------------------------|-----------------------------|
| Strategic Communications                            | 350,730                                      | 85,173                                     | 435,903                     |
| Too Into You Project                                | 39,344                                       | 130,222                                    | 169,566                     |
| National Freephone Helpline                         | 120,636                                      | 593,050                                    | 713,686                     |
| High-Risk Support Project                           | 30,126                                       | 286,849                                    | 316,975                     |
| Maternity Project                                   | 92,757                                       | 75,320                                     | 168,077                     |
| Services                                            | 115,772                                      | 427,701                                    | 543,473                     |
| Internal Emergency Fund for Women and Children 2024 | 81,188                                       | 14,373                                     | 95,561                      |
| Charity Shop                                        | 111,777                                      | -                                          | 111,777                     |
| Training and Development                            | 346,440                                      | 66,826                                     | 413,266                     |
| External Emergency Fund for Women and Children 2024 | 299,741                                      | -                                          | 299,741                     |
| Support costs (see breakdown overleaf)              | <u>330,003</u>                               | <u>176,518</u>                             | <u>506,521</u>              |
|                                                     | <b><u>1,918,514</u></b>                      | <b><u>1,856,032</u></b>                    | <b><u>3,774,546</u></b>     |

**Support costs**

|                                  | <b>Raising<br/>Funds<br/>2025<br/>€</b> | <b>Charitable<br/>Activities<br/>2025<br/>€</b> | <b>Total<br/>2025<br/>€</b> |
|----------------------------------|-----------------------------------------|-------------------------------------------------|-----------------------------|
| Governance                       | 29,129                                  | 176,256                                         | 205,385                     |
| Office, premises and facilities  | 18,525                                  | 112,091                                         | 130,616                     |
| HR/ Safeguarding and Development | 8,578                                   | 51,903                                          | 60,481                      |
| I.T.                             | 5,793                                   | 35,051                                          | 40,844                      |
| Finance                          | 19,241                                  | 116,424                                         | 135,665                     |
| Administration                   | <u>12,418</u>                           | <u>75,142</u>                                   | <u>87,560</u>               |
|                                  | <b><u>93,684</u></b>                    | <b><u>566,867</u></b>                           | <b><u>660,551</u></b>       |

**WOMEN'S AID COMPANY LIMITED BY GUARANTEE**  
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6. **Expenditure (continued)**

**Support costs**

|                                  | <b>Raising<br/>Funds<br/>2024<br/>€</b> | <b>Charitable<br/>Activities<br/>2024<br/>€</b> | <b>Total<br/>2024<br/>€</b> |
|----------------------------------|-----------------------------------------|-------------------------------------------------|-----------------------------|
| Governance                       | 19,391                                  | 151,888                                         | 171,279                     |
| Office, premises and facilities  | 14,014                                  | 109,773                                         | 123,787                     |
| HR/ Safeguarding and Development | 2,782                                   | 21,794                                          | 24,576                      |
| I.T.                             | 2,917                                   | 22,853                                          | 25,770                      |
| Finance                          | 15,392                                  | 120,571                                         | 135,963                     |
| Administration                   | <u>10,168</u>                           | <u>79,642</u>                                   | <u>89,810</u>               |
|                                  | <b><u>64,664</u></b>                    | <b><u>506,521</u></b>                           | <b><u>571,185</u></b>       |

7. **Surplus on ordinary activities before taxation**

Surplus on ordinary activities before taxation is stated after charging / (crediting):

|                                                                                                         | <b>2025<br/>€</b> | <b>2024<br/>€</b> |
|---------------------------------------------------------------------------------------------------------|-------------------|-------------------|
| Depreciation of tangible assets                                                                         | 39,867            | 30,044            |
| Fees payable to the company's auditors for the audit<br>Of the financial statements (inclusive of VAT): |                   |                   |
| Audit fee                                                                                               | 12,300            | 12,300            |
| Non-audit services – preparation of financial statements                                                | <u>1,230</u>      | <u>1,230</u>      |

8. **Directors' remuneration and transactions**

All directors who served during the year received no remuneration from the charity.

Related party transactions are disclosed in note 22 to the financial statements.

Expenses reimbursed to one director during the year amounted to €13 (2024: €31).

|              | <b>Nature of Expense</b> | <b>2025<br/>€</b> | <b>2024<br/>€</b> |
|--------------|--------------------------|-------------------|-------------------|
| Ailbhe Smyth | Travel                   | <u>13</u>         | <u>31</u>         |

**WOMEN'S AID COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
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**9. Employee and Remuneration Costs**

The Charity employs staff to deliver on our charitable activities, raise income and provide infrastructure and support.

The average monthly number of persons employed by the company during the financial year analysed by category, was as follows:

|                                  | <b>2025</b>   | <b>2024</b>   |
|----------------------------------|---------------|---------------|
|                                  | <b>Number</b> | <b>Number</b> |
| National Freephone Helpline      | 17.75         | 16.75         |
| High-Risk Support Project        | 5.33          | 5.17          |
| Services                         | 10            | 8             |
| Maternity Project                | -             | 2.42          |
| Training and Development         | 7.33          | 6.08          |
| Strategic Communications         | 2.5           | 2.17          |
| Too Into You Project             | 2.25          | 1.58          |
| Fundraising                      | 6.42          | 6.33          |
| Charity Shop                     | 2.25          | 3             |
| CEO / Finance / Business Support | 5.83          | 5.75          |
| <b>Total</b>                     | <b>59.67</b>  | <b>57.25</b>  |

In September 2025, the 3 employees working in the charity shop were made redundant following the permanent closure of the shop.

Employees working on the Maternity Project are now reported as part of Services department effective 2025.

Their aggregate remuneration comprised:

|                              | <b>2025</b>      | <b>2024</b>      |
|------------------------------|------------------|------------------|
|                              | <b>€</b>         | <b>€</b>         |
| Salaries and wages           | 2,571,623        | 2,365,411        |
| Social security costs        | 268,335          | 245,172          |
| Pension costs                | 95,772           | 72,900           |
| Redundancy costs             | 34,248           | 8,688            |
| Other employee related costs | <u>63,742</u>    | <u>83,020</u>    |
|                              | <b>3,033,720</b> | <b>2,775,191</b> |

**WOMEN’S AID COMPANY LIMITED BY GUARANTEE**  
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9. **Employee Costs (continued)**

**Key Management Personnel**

The CEO’s salary inclusive of employer’s PRSI for the year was €123,697 (2024: €118,921) in addition to 7% of gross salary paid as employer contribution into a pension on behalf of the CEO totalling €7,788 (2024: €7,494).

Other key management personnel of the charity are the senior leadership team. There are five members of the senior leadership team: Financial Controller, Head of Fundraising and Strategic Communications, Head of National Helpline Services, Head of Regional Services and Head of Training and Development. Their cumulative employee benefits (including employer’s PRSI and employer pension contributions) totalled €437,546 (2024: €411,959).

In 2025 there were redundancy costs of €34,248 (2024: €8,688) in relation to 3 staff members due to the closure of the charity shop in September 2025.

The total number of employees whose benefits (excluding employer pension contributions and employers’ PRSI) for the reporting period fell within the bands below were as follows:

|                     | 2025      | 2024     |
|---------------------|-----------|----------|
| <b>Salary band</b>  |           |          |
| €60,000- €70,000    | 4         | 3        |
| €70,001- €80,000    | 4         | 4        |
| €80,001- €90,000    | 1         | -        |
| €90,001 - €100,000  | -         | -        |
| €100,001 - €110,000 | -         | 1        |
| €110,001 - €120,000 | 1         | -        |
|                     | <u>10</u> | <u>8</u> |

10. **Retirement benefit information**

|                                  | 2025          | 2024          |
|----------------------------------|---------------|---------------|
|                                  | €             | €             |
| <b>Retirement benefit charge</b> | <u>95,772</u> | <u>72,900</u> |

**Defined contribution scheme**

The company operates a defined contribution scheme for its employees. The scheme is externally financed in that the assets of the scheme are held separately from those of the company in an independently administered fund.

**WOMEN'S AID COMPANY LIMITED BY GUARANTEE**  
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**11. Tangible fixed assets**

|                                    | <b>Freehold<br/>land and<br/>buildings</b> | <b>Fixtures<br/>and<br/>fittings</b> | <b>Total</b>     |
|------------------------------------|--------------------------------------------|--------------------------------------|------------------|
|                                    | <b>€</b>                                   | <b>€</b>                             | <b>€</b>         |
| <b>Cost</b>                        |                                            |                                      |                  |
| At 1 January 2025                  | 715,001                                    | 306,322                              | 1,021,323        |
| Additions                          | -                                          | 53,408                               | 53,408           |
|                                    | <u>715,001</u>                             | <u>359,730</u>                       | <u>1,074,731</u> |
| At 31 December 2025                | 715,001                                    | 359,730                              | 1,074,731        |
| <b>Depreciation and impairment</b> |                                            |                                      |                  |
| At 1 January 2025                  | 181,163                                    | 277,929                              | 459,092          |
| Depreciation charged in the year   | 14,304                                     | 25,563                               | 39,867           |
|                                    | <u>195,467</u>                             | <u>303,492</u>                       | <u>498,959</u>   |
| At 31 December 2025                | 195,467                                    | 303,492                              | 498,959          |
| <b>Carrying amount</b>             |                                            |                                      |                  |
| At 31 December 2025                | <u>519,533</u>                             | <u>56,238</u>                        | <u>575,771</u>   |
| At 31 December 2024                | <u>533,838</u>                             | <u>28,393</u>                        | <u>562,231</u>   |

**12. Stock**

|                   | <b>2025</b>   | <b>2024</b>   |
|-------------------|---------------|---------------|
|                   | <b>€</b>      | <b>€</b>      |
| Fundraising stock | 46,110        | 39,252        |
|                   | <u>46,110</u> | <u>39,252</u> |

The majority of stock is comprised of fundraising T shirts and merchandise to support fundraising campaigns and initiatives.

**13. Debtors**

|                | <b>2025</b>    | <b>2024</b>    |
|----------------|----------------|----------------|
|                | <b>€</b>       | <b>€</b>       |
| Trade debtors  | 8,360          | 22,044         |
| Accrued income | 140,200        | 130,371        |
| Prepayments    | 90,020         | 146,107        |
|                | <u>238,580</u> | <u>298,522</u> |

**WOMEN'S AID COMPANY LIMITED BY GUARANTEE**  
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14. **Components of cash and cash equivalents**

|                          | <b>2025</b>      | <b>2024</b>      |
|--------------------------|------------------|------------------|
|                          | €                | €                |
| Cash at bank and in hand | 5,555,570        | 5,175,956        |
|                          | <u>5,555,570</u> | <u>5,175,956</u> |

15. **Creditors:** amounts falling due within one year

|                                  | <b>2025</b>    | <b>2024</b>    |
|----------------------------------|----------------|----------------|
|                                  | €              | €              |
| Trade creditors                  | 65,416         | 126,356        |
| PAYE control account             | 110,565        | 128,551        |
| Other creditors                  | 629            | 663            |
| Deferred income (see note below) | 90,974         | 138,422        |
| Accruals                         | 59,291         | 51,320         |
|                                  | <u>326,875</u> | <u>445,312</u> |

At year end there was a balance of €Nil payable to the Charity's retirement benefit scheme (2024: €Nil).

Trade creditors and other creditors for which performance conditions have not been satisfied at balance sheet date are payable at various dates in the thirty days after the financial year end in accordance with the creditors usual and customary credit terms.

The €110,565 balance on the PAYE control account relates to the corresponding payroll taxes payable on the 5.34% salary increase granted to employees in December 2025 in line with our remuneration policy. This % salary increase was back dated in increments to October 2024.

Creditors for PAYE are payable in the timeframe set down in the relevant legislation.

**WOMEN'S AID COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR YEAR ENDED 31 DECEMBER 2025**

15. **Creditors:** amounts falling due within one year (continued)

**Deferred income**

|                      | Deferred<br>Income<br>31 Dec 2024<br>€ | Amount<br>taken to<br>income in 2025<br>€ | Cash<br>received in<br>2025<br>€ | Deferred<br>Income<br>31 Dec 2025<br>€ |
|----------------------|----------------------------------------|-------------------------------------------|----------------------------------|----------------------------------------|
| Tusla                | 66,320                                 | 66,320                                    | -                                | -                                      |
| Cuan                 | 51,452                                 | 1,763,023                                 | 1,799,945                        | 88,374                                 |
| Training Income 2025 | 20,650                                 | 20,650                                    | 2,600                            | 2,600                                  |
| <b>Total</b>         | <b>138,422</b>                         | <b>1,849,993</b>                          | <b>1,802,545</b>                 | <b>90,974</b>                          |

All funding from Tusla, the Child and Family Agency fully transitioned to Cuan in 2025.

16. **Financial instruments**

The carrying amount for each category of financial instruments is as follows:

|                                                          | 2025<br>€        | 2024<br>€        |
|----------------------------------------------------------|------------------|------------------|
| <b>Financial assets measured at amortised cost:</b>      |                  |                  |
| Trade debtors                                            | 8,360            | 22,044           |
| Other debtors                                            | 230,220          | 276,478          |
| Cash at bank and in hand                                 | 5,555,570        | 5,175,956        |
|                                                          | <b>5,794,150</b> | <b>5,474,478</b> |
| <b>Financial liabilities measured at amortised cost:</b> |                  |                  |
| Trade creditors                                          | 65,416           | 126,356          |
| Other creditors                                          | 261,459          | 318,956          |
|                                                          | <b>326,875</b>   | <b>445,312</b>   |

**WOMEN'S AID COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR YEAR ENDED 31 DECEMBER 2025**

**17. Net cash flows from operating activities**

|                                                        | <b>2025</b> | <b>2024</b> |
|--------------------------------------------------------|-------------|-------------|
|                                                        | <b>€</b>    | <b>€</b>    |
| Surplus for the financial year                         | 458,507     | 166,063     |
| Depreciation on tangible assets                        | 39,867      | 30,087      |
| (Increase) / decrease in stock                         | (6,858)     | (108)       |
| Decrease / (increase) in debtors                       | 59,943      | 105,299     |
| (Decrease) / increase in creditors due within one year | (118,437)   | (128,412)   |
|                                                        | <hr/>       | <hr/>       |
| Net cash inflow from operating activities              | 433,022     | 172,929     |
|                                                        | <hr/>       | <hr/>       |

**18. Analysis of Net Assets by Fund**

|                     | <b>Restricted funds 2025</b> | <b>Unrestricted funds 2025</b> | <b>Designated funds 2025</b> | <b>Total funds 2025</b> |
|---------------------|------------------------------|--------------------------------|------------------------------|-------------------------|
|                     | <b>€</b>                     | <b>€</b>                       | <b>€</b>                     | <b>€</b>                |
| Fixed assets        | 1,347                        | 574,424                        | -                            | 575,771                 |
| Current assets      | 181,269                      | 5,019                          | 5,653,972                    | 5,840,260               |
| Current liabilities | (88,374)                     | (238,501)                      | -                            | (326,875)               |
|                     | <hr/>                        | <hr/>                          | <hr/>                        | <hr/>                   |
| <b>Total</b>        | 94,242                       | 340,942                        | 5,653,972                    | 6,089,156               |
|                     | <hr/>                        | <hr/>                          | <hr/>                        | <hr/>                   |

**Analysis of Net Assets by Fund previous year**

|                     | <b>Restricted funds 2024</b> | <b>Unrestricted funds 2024</b> | <b>Designated funds 2024</b> | <b>Total funds 2024</b> |
|---------------------|------------------------------|--------------------------------|------------------------------|-------------------------|
|                     | <b>€</b>                     | <b>€</b>                       | <b>€</b>                     | <b>€</b>                |
| Fixed assets        | 3,569                        | 558,662                        | -                            | 562,231                 |
| Current assets      | 117,773                      | 1,131,544                      | 4,264,413                    | 5,513,730               |
| Current liabilities | (117,773)                    | (327,539)                      | -                            | (445,312)               |
|                     | <hr/>                        | <hr/>                          | <hr/>                        | <hr/>                   |
| <b>Total</b>        | 3,569                        | 1,362,667                      | 4,264,413                    | 5,630,649               |
|                     | <hr/>                        | <hr/>                          | <hr/>                        | <hr/>                   |

**19. Events after the end of the financial year**

There were no post reporting date events which require disclosure.

**WOMEN’S AID COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR YEAR ENDED 31 DECEMBER 2025**

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20.     **Status**

The Charity is a company limited by guarantee not having a share capital.

The liability of the members of the Charity to contribute towards its assets is limited to an amount not to exceed the sum of €1 in each case.

21.     **Taxation Clearance**

Women’s Aid complies with Circular 44/2006 “Tax Clearance Procedures, Grants, Subsidies and Similar Type Payments” by providing its tax clearance access number to grant providers when requested.

22.     **Related party transactions**

There were no related party transactions in 2025 that require disclosure. (2024: €2,085)

23.     **Capital commitments**

There are no capital commitments authorised by the Board and not provided for at the year end 31 December 2025.

24.     **Comparative periods**

Comparative figures are presented on a consistent basis with the prior year.

**WOMEN'S AID COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR YEAR ENDED 31 DECEMBER 2025**

25. **Unrestricted Funds – Designated**

|                                                                                     | 1 Jan 2025              | Income          | Expenditure             | Transfers<br>in/out     | 31 Dec 2025             |
|-------------------------------------------------------------------------------------|-------------------------|-----------------|-------------------------|-------------------------|-------------------------|
|                                                                                     | €                       | €               | €                       | €                       | €                       |
| 6 months Operational Costs plus                                                     |                         |                 |                         |                         |                         |
| Costs of Closure                                                                    | 2,463,000               | -               | -                       | 266,000                 | 2,729,000               |
| HR System                                                                           | 6,522                   | -               | (2,796)                 | -                       | 3,726                   |
| Maintenance Head Office                                                             | 55,000                  | -               | (1,510)                 | -                       | 53,490                  |
| Strategic Planning                                                                  | 32,000                  | -               | (28,050)                | 7,050                   | 11,000                  |
| External Emergency Fund for<br>Women and Children 2026                              | -                       | -               | -                       | 450,000                 | 450,000                 |
| Internal Emergency Fund for<br>Women and Children 2026-2028                         | 330,000                 | -               | (66,065)                | 66,065                  | 330,000                 |
| Too Into You Project Costs<br>2026-2027                                             | 469,108                 | -               | (80,611)                | (172,404)               | 216,093                 |
| Survivor Engagement Programme<br>2026-2027                                          | 150,000                 | -               | -                       | 14,967                  | 164,967                 |
| Research – “Custody and<br>Access / Family Law”                                     | 36,000                  | -               | (32,869)                | (3,131)                 | -                       |
| Zero Tolerance Fund                                                                 | 116,930                 | -               | (3,853)                 | -                       | 113,077                 |
| Counselling Project - Services                                                      | 42,940                  | -               | (3,390)                 | -                       | 39,550                  |
| Salaries Training – 2 Employer<br>Engagement trainers & Health<br>Trainer 2026-2027 | 322,767                 | -               | (157,951)               | 202,396                 | 367,212                 |
| E-Learning – Training &<br>Development                                              | 40,000                  | -               | (40,000)                | 20,000                  | 20,000                  |
| Strategic Communications<br>Consulting and Salary Costs<br>2026-2027                | 150,146                 | -               | (69,631)                | 71,634                  | 152,149                 |
| DV & Homeless Project 2026                                                          | 40,000                  | -               | -                       | 15,494                  | 55,494                  |
| Women's Aid 50 <sup>th</sup> Anniversary                                            | 10,000                  | -               | (7,435)                 | (2,565)                 | -                       |
| Team Leader Services and<br>Financial Accountant – 3 years                          |                         |                 |                         |                         |                         |
| Salary costs from mid 2026                                                          | -                       | -               | -                       | 438,214                 | 438,214                 |
| Strategic Research Fund                                                             | -                       | -               | -                       | 200,000                 | 200,000                 |
| Strategic Communications<br>Campaign – Coercive Control                             | -                       | -               | -                       | 160,000                 | 160,000                 |
| Collaborative training project with<br>Disabled Women Ireland                       | -                       | -               | -                       | 150,000                 | 150,000                 |
| <b>Total</b>                                                                        | <b><u>4,264,413</u></b> | <b><u>-</u></b> | <b><u>(494,161)</u></b> | <b><u>1,883,720</u></b> | <b><u>5,653,972</u></b> |

**WOMEN'S AID COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR YEAR ENDED 31 DECEMBER 2025**

**25. Unrestricted Funds – Designated previous year**

|                                          | 1 Jan 2024       | Income | Expenditure      | Transfers<br>in/out | 31 Dec 2024      |
|------------------------------------------|------------------|--------|------------------|---------------------|------------------|
|                                          | €                | €      | €                | €                   | €                |
| 6 months Operational Costs plus          |                  |        |                  |                     |                  |
| Costs of Closure                         | 2,369,286        | -      | -                | 93,714              | 2,463,000        |
| HR System                                | 8,718            | -      | (2,196)          | -                   | 6,522            |
| Maintenance Head Office and              |                  |        |                  |                     |                  |
| Charity Shop                             | 45,000           | -      | (14,080)         | 24,080              | 55,000           |
| Strategic Planning                       | 25,000           | -      | (14,102)         | 21,102              | 32,000           |
| External Emergency Fund for              |                  |        |                  |                     |                  |
| Women and Children 2024                  | 300,000          | -      | (296,673)        | (3,327)             | -                |
| Internal Emergency Fund for              |                  |        |                  |                     |                  |
| Women and Children 2025-2027             | 370,000          | -      | (76,176)         | 36,176              | 330,000          |
| Maternity Project 2024                   | 173,448          | -      | (93,912)         | (79,536)            | -                |
| Too Into You Project Costs               |                  |        |                  |                     |                  |
| 2025 and 2026                            | 229,808          | -      | (39,345)         | 278,645             | 469,108          |
| Survivor Engagement Programme            |                  |        |                  |                     |                  |
| 2025 and 2026                            | 118,000          | -      | (6,896)          | 38,896              | 150,000          |
| Research – “Custody and                  |                  |        |                  |                     |                  |
| Access / Family Law”                     | 66,257           | -      | (39,882)         | 9,625               | 36,000           |
| Research – “Disabled Women               |                  |        |                  |                     |                  |
| and IPV”                                 | 28,196           | -      | (28,196)         | -                   | -                |
| Zero Tolerance Fund                      | 118,075          | -      | (1,145)          | -                   | 116,930          |
| Counselling Project - Services           | 46,370           | -      | (3,430)          | -                   | 42,940           |
| Salaries – Employer Engagement           |                  |        |                  |                     |                  |
| Project 2025 – 2026 and Health           |                  |        |                  |                     |                  |
| Trainer for 12 months                    | 274,745          | -      | (90,207)         | 138,229             | 322,767          |
| E-Learning – Training &                  |                  |        |                  |                     |                  |
| Development                              | 29,816           | -      | (12,346)         | 22,530              | 40,000           |
| Strategic Communications                 |                  |        |                  |                     |                  |
| Consulting and Salary Costs              |                  |        |                  |                     |                  |
| 2025 and 2026                            | 139,682          | -      | (60,615)         | 71,079              | 150,146          |
| Homeless Project 2025 - Services         | 30,000           | -      | -                | 10,000              | 40,000           |
| Women's Aid 50 <sup>th</sup> Anniversary | <u>25,000</u>    | -      | <u>(25,000)</u>  | <u>10,000</u>       | <u>10,000</u>    |
| <b>Total</b>                             | <u>4,397,401</u> | -      | <u>(804,201)</u> | <u>671,213</u>      | <u>4,264,413</u> |

**WOMEN'S AID COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR YEAR ENDED 31 DECEMBER 2025**

**26. Restricted Funds**

|                  | 1 Jan 2025        | Income            | Expenditure       | Transfers<br>In/(out) | 31 Dec 2025       |
|------------------|-------------------|-------------------|-------------------|-----------------------|-------------------|
|                  | €                 | €                 | €                 | €                     | €                 |
| Restricted Funds | 3,569             | 2,104,177         | (2,013,504)       | -                     | 94,242            |
|                  | <u>          </u> | <u>          </u> | <u>          </u> | <u>          </u>     | <u>          </u> |

**Restricted Funds previous year**

|                  | 1 Jan 2024        | Income            | Expenditure       | Transfers<br>In/(out) | 31 Dec 2024       |
|------------------|-------------------|-------------------|-------------------|-----------------------|-------------------|
|                  | €                 | €                 | €                 | €                     | €                 |
| Restricted Funds | 111,858           | 1,876,204         | (1,978,567)       | (5,926)               | 3,569             |
|                  | <u>          </u> | <u>          </u> | <u>          </u> | <u>          </u>     | <u>          </u> |

**27. Unrestricted Funds - General**

|                    | 1 Jan 2025        | Income            | Expenditure       | Transfers<br>In/(out) | 31 Dec 2025       |
|--------------------|-------------------|-------------------|-------------------|-----------------------|-------------------|
|                    | €                 | €                 | €                 | €                     | €                 |
| Unrestricted funds | 1,362,667         | 3,275,617         | (2,413,622)       | (1,883,720)           | 340,942           |
|                    | <u>          </u> | <u>          </u> | <u>          </u> | <u>          </u>     | <u>          </u> |

**Unrestricted Funds – General previous year**

|                    | 1 Jan 2024        | Income            | Expenditure       | Transfers<br>In/(out) | 31 Dec 2024       |
|--------------------|-------------------|-------------------|-------------------|-----------------------|-------------------|
|                    | €                 | €                 | €                 | €                     | €                 |
| Unrestricted funds | 955,327           | 2,978,064         | (1,905,437)       | (665,287)             | 1,362,667         |
|                    | <u>          </u> | <u>          </u> | <u>          </u> | <u>          </u>     | <u>          </u> |

The €1,883,720 approved transfer from unrestricted funds to designated funds is to ensure sufficient funds are ringfenced for several new planned initiatives in line with our strategic plan.

**WOMEN'S AID COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR YEAR ENDED 31 DECEMBER 2025**

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**28. Reconciliation of capital and reserves**

|                              | <b>2025</b> | <b>2024</b> |
|------------------------------|-------------|-------------|
|                              | <b>€</b>    | <b>€</b>    |
| At the beginning of the year | 5,630,649   | 5,464,586   |
| Surplus for the year         | 458,507     | 166,063     |
|                              | <hr/>       | <hr/>       |
| Closing reserves             | 6,089,156   | 5,630,649   |
|                              | <hr/>       | <hr/>       |

**29. Analysis of changes in Net Cash**

|      | <b>At 01/01/2025</b> | <b>Cashflows</b> | <b>At 31/12/2025</b> |
|------|----------------------|------------------|----------------------|
|      | <b>€</b>             | <b>€</b>         | <b>€</b>             |
| Cash | <u>5,175,956</u>     | <u>379,614</u>   | <u>5,555,570</u>     |

**30. Leases**

|                                                            | <b>2025</b> | <b>2024</b> |
|------------------------------------------------------------|-------------|-------------|
|                                                            | <b>€</b>    | <b>€</b>    |
| Future minimum lease payments due on Dundrum Charity Shop: |             |             |
| Within one year                                            | -           | 18,750      |
| In two to five years                                       | -           | -           |
|                                                            | <hr/>       | <hr/>       |
|                                                            | -           | 18,750      |
|                                                            | <hr/>       | <hr/>       |

Lease relating to the charity shop ended in September 2025 and the charity shop ceased trading at this date.

**WOMEN'S AID COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR YEAR ENDED 31 DECEMBER 2025**

**31. Grant disclosures**

The charity receives the following grants and are disclosed in line with the circular 13/2014:

|   | <b>Name of Grantor</b>                                             | <b>Actual Name of Each Individual Grant</b> | <b>Purpose for Which Funds Are Applied and Restrictions</b>                                                                                                                                                                         | <b>Amount and Term of the Total Grant Awarded</b>                  | <b>The Amount of the Grant taken to final Income in Financial Statements</b> | <b>Amount of Grant deferred to 2026</b> |
|---|--------------------------------------------------------------------|---------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------|------------------------------------------------------------------------------|-----------------------------------------|
| 1 | Cuan                                                               | DSGBV funding Programme                     | Restricted for use for supporting women who have been affected by Domestic Violence                                                                                                                                                 | <b>€1,917,717</b><br><br>Term: 01 January 2025 to 31 December 2025 | <b>€1,829,343</b><br><br><b>Capital grant?</b><br>No                         | <b>€88,374</b>                          |
| 2 | Department of Rural & Community Development; Administered by Pobal | Scheme to Support National Organisations    | Restricted for use to support training and education to professionals who deal with women experiencing domestic violence. Also restricted to support the Strategic Communications Department in running public awareness campaigns. | <b>€364,000</b><br><br>Term: 01 July 2022 to 30 June 2026          | <b>€91,002</b><br><br><b>Capital grant?</b><br>No                            | <b>€Nil</b>                             |
| 3 | HSE                                                                | National Lottery Grants                     | Restricted for use to support the Too into You Education Roadshow which engages in activity and information events attended by young people.                                                                                        | <b>€3,000</b><br><br>Term: 01 April 2025 - 17 October 2025         | <b>€3,000</b><br><br><b>Capital grant?</b><br>No                             | <b>€Nil</b>                             |

**WOMEN'S AID COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
***FOR YEAR ENDED 31 DECEMBER 2025***

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**32. Contingent liabilities**

The charity had no contingent liabilities as at the 31 December 2025 (2024: €Nil).

**33. Political Donations**

The company made no political contributions during the year, as defined by the Electoral Act 1997.

**34. Approval of financial statements**

The board of directors approved these financial statements and authorised them for issue on 20 May 2026

**WOMEN'S AID COMPANY LIMITED BY GUARANTEE**  
**Management Information**  
**Year ended 31 December 2025**  
**(These pages do not form part of the statutory financial statements)**

**WOMEN'S AID COMPANY LIMITED BY GUARANTEE**  
**YEAR ENDED 31ST DECEMBER 2025**  
**APPENDIX ONE- DETAILED FINANCIAL INFORMATION**

**Department of Rural & Community Development - Administered by Pobal**  
**Income and Expenditure Analysis**

|                                                 | <b>Scheme to<br/>Support National<br/>Organisations</b> | <b>2025 Total</b>    |
|-------------------------------------------------|---------------------------------------------------------|----------------------|
| <b>Income</b>                                   | <b>€</b>                                                | <b>€</b>             |
| Scheme to Support National Organisations        | <u>91,002</u>                                           | <u>91,002</u>        |
| <b>Total Pobal income</b>                       | <b>91,002</b>                                           | <b>91,002</b>        |
| <b>Expenditure</b>                              |                                                         |                      |
| Staff Costs                                     | 85,849                                                  | 85,849               |
| Cleaning                                        | 253                                                     | 253                  |
| Insurance                                       | 1,000                                                   | 1,000                |
| Light and Heat                                  | 1,000                                                   | 1,000                |
| Audit and Payroll Costs                         | 1,000                                                   | 1,000                |
| Stationary and office supplies                  | 900                                                     | 900                  |
| IT Costs                                        | <u>1,000</u>                                            | <u>1,000</u>         |
| <b>Total Pobal expenditure</b>                  | <b><u>91,002</u></b>                                    | <b><u>91,002</u></b> |
| <b>Pobal Current Year End Surplus/(Deficit)</b> | -                                                       | -                    |
| Opening Pobal balance                           | -                                                       | -                    |
| Total Closing Pobal balances                    | -                                                       | -                    |

**WOMEN'S AID COMPANY LIMITED BY GUARANTEE**  
**YEAR ENDED 31ST DECEMBER 2025**  
**APPENDIX ONE- DETAILED FINANCIAL INFORMATION**

**Cuan Income and Expenditure Analysis**

|                                                                                                                                                                                                  | <b>Cuan DSGBV<br/>funding<br/>programme</b> | <b>2025 Total</b>       |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------|-------------------------|
|                                                                                                                                                                                                  | <b>€</b>                                    | <b>€</b>                |
| <b>Income</b>                                                                                                                                                                                    |                                             |                         |
| Cuan DSGBV funding programme                                                                                                                                                                     | 1,799,944                                   | 1,799,944               |
| <b>Total Cuan income</b>                                                                                                                                                                         | <b>1,799,944</b>                            | <b>1,799,944</b>        |
| <b>Expenditure</b>                                                                                                                                                                               |                                             |                         |
| Staff Costs                                                                                                                                                                                      | 1,757,229                                   | 1,757,229               |
| Supervision                                                                                                                                                                                      | 4,500                                       | 4,500                   |
| Recruitment                                                                                                                                                                                      | 460                                         | 460                     |
| Insurance                                                                                                                                                                                        | 11,000                                      | 11,000                  |
| Mobile phone                                                                                                                                                                                     | 4,317                                       | 4,317                   |
| Depreciation                                                                                                                                                                                     | 2,222                                       | 2,222                   |
| Repairs and maintenance                                                                                                                                                                          | 4,500                                       | 4,500                   |
| Light and heat                                                                                                                                                                                   | 6,000                                       | 6,000                   |
| Audit cost                                                                                                                                                                                       | 3,500                                       | 3,500                   |
| Stationary and office supplies                                                                                                                                                                   | 2,286                                       | 2,286                   |
| Travel and Subsistence                                                                                                                                                                           | 7,503                                       | 7,503                   |
| IT costs                                                                                                                                                                                         | 8,500                                       | 8,500                   |
| Payments to Other Service Providers                                                                                                                                                              | 5,546                                       | 5,546                   |
| Helpline - Language Line costs                                                                                                                                                                   | <u>14,001</u>                               | <u>14,001</u>           |
| <b>Total Cuan expenditure</b>                                                                                                                                                                    | <b><u>1,831,564</u></b>                     | <b><u>1,831,564</u></b> |
| <b>Cuan Current Year End Surplus/(Deficit)</b>                                                                                                                                                   | <b>(31,620)</b>                             | <b>(31,620)</b>         |
| Opening Cuan balance                                                                                                                                                                             | 53,283                                      | 53,283                  |
| Transfer 2024 balance Tusla DSGBV Grant to Cuan                                                                                                                                                  | 68,058                                      | 68,058                  |
| Total Closing Cuan balances                                                                                                                                                                      | 89,721                                      | 89,721                  |
| <b>Cuan closing fund balance is comprised of:</b>                                                                                                                                                |                                             |                         |
| 1. Cuan restricted funds carried forward for the depreciation of 2 funded Laptops for the High Risk Support Project purchased in 2023 and 1 funded laptop for the same project purchased in 2024 | 745                                         | 745                     |
| 2. Cuan Restricted funds carried forward for Tusla funded (now Cuan) funded laptop purchased for a Maternity Outreach worker in 2024                                                             | 602                                         | 602                     |
| 3. Cuan Notified carried forward sums from 2025                                                                                                                                                  | <u>88,374</u>                               | <u>88,374</u>           |
| <b>Total</b>                                                                                                                                                                                     | <b><u>89,721</u></b>                        | <b><u>89,721</u></b>    |

**WOMEN’S AID COMPANY LIMITED BY GUARANTEE**  
**YEAR ENDED 31ST DECEMBER 2025**  
**APPENDIX ONE- DETAILED FINANCIAL INFORMATION**

**HSE Income and Expenditure Analysis**

|                                               | National Lottery Grants | 2025 Total          |
|-----------------------------------------------|-------------------------|---------------------|
| <b>Income</b>                                 | €                       | €                   |
| National Lottery Grants                       | <u>3,000</u>            | <u>3,000</u>        |
| <b>Total HSE income</b>                       | <b>3,000</b>            | <b>3,000</b>        |
| <b>Expenditure</b>                            |                         |                     |
| Staff Costs                                   | 3,000                   | 3,000               |
| <b>Total HSE expenditure</b>                  | <b><u>3,000</u></b>     | <b><u>3,000</u></b> |
| <b>HSE Current Year End Surplus/(Deficit)</b> | -                       | -                   |
| Opening HSE balance                           | -                       | -                   |
| Total Closing HSE balances                    | -                       | -                   |